

Gender Equality Policy

The Hera Group recognises the fundamental importance of gender equality. We actively promote it as one of our core values and are committed on a daily basis to creating an inclusive workplace and banning all forms of gender discrimination.

The Group has made this commitment since its establishment, with the explicit aim of eliminating all barriers, cultural or otherwise, that hinder access to and professional development on the basis of gender. Following the signing of the "Charter for Equal Opportunities and Equality in the Workplace", launched in Italy in 2009, the Hera Group's path towards gender equality led in 2011 to the creation of a Diversity Management working group, made up of employees from various company departments, which works to increasingly promote diversity, development of equal opportunities and equality at work.

In promoting gender equality as an integral part of our corporate culture, we recognise the centrality of management processes at all stages of the employee lifecycle. This helps us build a fair and balanced working environment, based on meritocracy and inclusion, and further confirms our strong commitment to introducing gender equity principles in all HR processes, such as:

- recruitment – ensuring that gender-neutral selection practices are adopted, with a specific focus on bias prevention;
- development and remuneration – guaranteeing that evaluation processes, remuneration policies and professional growth opportunities are entirely merit-based and free from discrimination;
- training – provide training and information to managers and employees concerning inclusion and gender equality, thus raising awareness on discrimination prevention and promoting best practices to foster an inclusive culture, with particular attention to female empowerment.

We are keenly aware of the importance of promoting working methods that move towards the best possible work-life balance, which is fundamental to ensuring people's well-being and fulfilment. With this in mind, we are committed to developing a culture of gender-neutral parenting, by implementing specific welfare policies and services that enable people to successfully manage their family and work responsibilities. We make every effort to ensure that these initiatives are easily accessible and well communicated to everyone in the company, so that all employees can benefit from them and continue to actively contribute to the company's success.

We are committed to combating all forms of sexual harassment, discrimination or gender-based violence, whether physical, verbal, digital or psychological. We promote a corporate culture based on respect, protection of personal dignity, cooperation, and human solidarity, while condemning any and all inappropriate or discriminatory behaviour.

Respecting the path we have undertaken, in order to ensure a continuous and measurable commitment, we give the utmost importance to accountability and transparency regarding progress towards gender equality. With this in mind, the Group considers it particularly important to take a further step forward and introduce a management system for gender equality in accordance with the UNI/PdR 125:2022 reference practice, which calls for a set of performance indicators (KPIs) to be quantified, reported and evaluated, pertaining to gender equality policies in organisations with the aim of closing any gaps that may exist, as well as incorporating a new model for gender equality into the DNA of organisations and producing a sustainable and lasting change.

This policy was defined by the company's top management, acting alongside the Gender Equality Committee, and was coordinated by a responsible figure, identified as the system's Contact person.

The top management of Hera S.p.A. and all Group companies involved is responsible for ensuring that the commitments contained in this policy are respected and implemented, periodically verifying that it is documented, made operative, reviewed, widely communicated to all individuals and made transparent to all stakeholders.

Bologna, 08 November 2023

The Executive Chairman
Cristian Fabbri



The CEO
Orazio Iacono

