

## Contacts

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## Corporate Gender Equality Policy UNI PdR 125:2022

Transpack S.p.a. believes in the value of treating all people in a dignified, fair and inclusive manner; it recognises, respects and values diversity and believes that providing equal opportunities and promoting a culture of inclusion is fundamental for the success of the company and the well-being of its people. To this end, it is committed to developing a work environment marked by meritocracy and individual wellbeing, open to discussion and collaboration, in which each person can feel welcomed, respected and free to express themselves and their potential.

The development of a culture of equity is an integral part of Transpack S.p.a.'s path towards sustainable development and is in harmony with the Code of Ethics, which requires each person in the company to act and communicate in a conscious manner, supporting and safeguarding universally recognised human rights and issues of inclusion in compliance with the principles of equality, impartiality, protection of personal dignity and safety and elimination of all forms of discrimination.

On the basis of these principles and solid values, this Gender Equality Policy was created, which addresses the way in which Transpack S.p.a. pursues Gender Equality by implementing specific measures at a cultural and organisational level, in favour of equal opportunities between men and women in the world of work with the aim of:

- ❖ Implement equal opportunities in selection, recruitment, training, skills enhancement and career development;
- ❖ Achieve a gender balance in corporate functions and positions;
- ❖ Valuing and managing gender differences;
- ❖ Safeguard parenthood and care;
- ❖ Ensure that work-life balance is maintained;
- ❖ Spreading "Zero Tolerance" against all forms of physical, verbal, digital abuse (harassment) in the workplace and setting up a confidential information channel to send any reports to the Steering Committee, which ensures the most appropriate handling;
- ❖ Increasing internal and external communication tools and methods consistent with the values and principles of gender equality and their subsequent dissemination through the promotion of gender-friendly behaviour and language;
- ❖ Creating an inclusive working environment based on mutual respect, guaranteeing everyone the same level of psycho-physical well-being in the performance of their duties.

The objectives set by the management and inspired by the corporate mission are:

- ❖ Increase procedures dedicated to work-life balance;
- ❖ Develop activities to support inclusion, gender equality and integration;
- ❖ Create a gender-neutral working environment.

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Transpack S.p.a., through the implementation of a Management System for Gender Equality in compliance with the provisions of UNI/PdR 125:2022, intends to formalise a path of cultural and organisational change in order to achieve the objectives of Gender Equality.

The commitment of the whole organisation is fundamental in order to build an inclusive corporate culture capable of enhancing gender equality. Therefore, Transpack S.p.a.:

- ❖ Defines and implements inclusive corporate policies that involve all levels of the organisation, starting at the top.
- ❖ Promotes work-life balance.
- ❖ Defines KPIs to verify and measure Gender Equality actions.
- ❖ It adopts personnel selection, recruitment and reception policies based on gender-neutral processes and practices, focused on the recognition of personal characteristics and professional skills according to company needs.
- ❖ Implements measures to support work-life balance and improve corporate welfare.
- ❖ It encourages the training and promotion of people, enhancing the professional development of resources and inspiring all employees to reach their full potential, encouraging the sharing of best practices throughout the organisation.
- ❖ Undertakes to fully comply with all regulations and to be guided by best practices in the field of Gender Equality.
- ❖ Ensures access to information and resources necessary to achieve Gender Equality objectives and targets.
- ❖ It implements a monitoring system that ensures objective verification and annual reporting on the results and progress actually achieved in Gender Equality.

All people working in Transpack S.p.a. are required to comply with the principles contained in this policy in all professional relationships

This policy is communicated and disseminated within the organisation and to all stakeholders.

At least once a year, the effectiveness of the policy and the management system is assessed through a review of the system, during which all opportunities to improve company performance by defining and verifying the achievement of gender equality objectives are evaluated.

Pontelongo, 15/04/2024

Board of Directors

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