CADICA

GENDER EQUALITY POLICY

Cadica intends to ensure gender equality related to the presence and professional growth of women in the organization by valuing the diversity present in the roles working in the company.
In order to maintain this commitment, Cadica focuses its actions on the following areas set forth in the UNI 125:2022 Reference Certification

- culture and strategy
- governance
- processes related to human resources
- opportunities for growth
- remunerative equity
- parenting and work-life balance.

Cadica firmly believes that the development of a cultural model that promotes gender equality, in addition to generating “social value” appreciated in the institutional context, is a development factor for its business. Cadica intends to ensure gender equality through concrete actions that, in addition to complying with the requirements/indicators established in the individual areas indicated, result in effective appreciation by employees and stakeholders.
The company intends to pursue these values through the following aspects:

- recruitment
- career management
- pay equity
- parenting
- work-life balance (work-life balance)
- abuse and harassment prevention.

For each of the following aspects, Cadica has established specific policies that express the principles by which the company is guided and with which measurable equality objectives are associated, indicated in the Strategic Plan.

The implementation of the Strategic Plan and in general of the gender equality policy is monitored and coordinated by a specific Steering Committee appointed by Management and responsible for maintaining and implementing the management system ensuring compliance with UNI / PdR 125. Management has also defined and approved an annual budget entrusted to the Steering Committee for the implementation of the Strategic Plan.

RECRUITMENT

Cadica, in the selection and recruitment of personnel to be employed in business activities respects the following principles with a view to improvement:

- the selection of the nominee must be exercised in a gender-neutral manner;
- the selection criteria must take into consideration requirements aimed at personal qualities such as professionalism, competence, specialization, and experience;
- the selection should not include issues related to marriage, pregnancy, and family responsibilities; and
- roles referred to managers, function managers and with budget availability, should be distributed in a balanced manner;
- selection must consider that the percentages of women and men whose contracts provide for variable remuneration, are balanced.

CAREER MANAGEMENT

Cadica is aware that the economic results achieved also depend on the human resources working in it, and all opportunities for such career development intends to refer them to the results and merit of the person alone regardless of gender. Our organization, with a view to improvement, manages the careers of internal staff by adhering to the following principles:

- assignment of roles and tasks must consider a gender balance of leadership;
- career paths must be addressed indifferently by gender;
- the work environment in which much of the day is spent must ensure that all people have the opportunity (technological and physical) to express themselves freely;
- skills and awareness development training is a key process intended to remove any career difficulties and restore any leadership balance in gender;
- promotions always take into account gender balance in reference to functional level.

PAY EQUITY

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Cadica, at the time of hiring and throughout the career of its staff, intends to ensure pay equity regardless of gender. The company does not consider differently the costs to be incurred in remunerating people of different genders. In providing for salary determination and changes, Cadica respects the following principles:

- people's compensation is recognized in relation to their role and responsibilities, and, any benefit and bonus additions to that compensation are understood to be based solely on the results produced and recognized;
- remuneration, bonus payments, the awarding of benefits and the criteria for awarding them, for transparency, are documented and accessible;
- anyone is recognized the right to report any disparities.

PARENTING

Cadica intends not to constitute any obstacle to parenthood by supporting motherhood and fatherhood through activities designed to meet the needs of those who, because of their status related to parenthood, must balance their commitment between work and newly emerged needs. The company supports this principle through the following means:

- motherhood is supported before, during and after birth;
- paternity leave is supported so that all potential beneficiaries take it for the full period stipulated by law;
- the company takes an active role in supporting, with concrete initiatives, caregiver activities (taking care of the unborn child).

WORK-LIFE BALANCE

Cadica intends to be able to provide its staff with the opportunity to manage their time to devote to life and work through a balanced balance that takes into account both the company's business objectives and the worker's well-being resulting from greater freedom of self-determination. The principles behind work-life balance are as follows:

- work-life balance measures are aimed at all staff regardless of gender,
- the company adopts flexibility in the forms agreed with management (e.g., part time, flexible hours, smart working where possible, etc.).

ABUSE AND HARASSMENT PREVENTION

Cadica repudiates all forms of abuse and harassment by exercising prevention and repression of any phenomenon by adopting a zero-tolerance policy. The company implements its prevention through concrete actions whose principles include:

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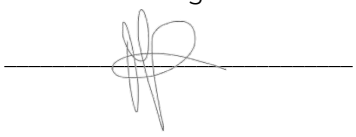
- That risks related to abuse and harassment are identified;
- That the company plans, in relation to this risk, preventive actions;
- The ability to report suspicions and/or facts inherent in abuse and harassment;
- The absolute protection of reporting persons from any subsequent retaliation;
- That the company analyzes and understands any incidents of abuse and harassment;
- The development of gender-sensitive and gender-neutral communication.

Cadica has set up a procedure for reporting any Non-Compliance with the principles stated in the Gender Equality Policy, or communicating proposals for improvement, either anonymously or by contacting the Steering Committee.

Carpi, 16/02/2026

The Management