



COMPANY POLICY FOR GENDER QUALITY

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From the beginning, **LAB. INSTRUMENTS SRL**'s management has assessed the skills and capabilities of its staff, striving to avoid biases and stereotypes. The implementation of a Gender Equality Management System based on UNI/Pdr 125:2022 within the organization has given substance to a systematic approach aimed at fostering an inclusive culture, free from discrimination, and valuing all individuals equally within the company.

The management of **LAB. INSTRUMENTS SRL**, in coordination with the dedicated Steering Committee, has identified the resources and procedures for the implementation, application, and maintenance of the Management System implemented for the company's activities: "Production and Distribution of Certified Reference Materials (CRM) and Chemical Reference Standards. Marketing of Scientific Instruments, Reagents, and Laboratory Consumables."

The responsibility for all activities aimed at ensuring the seamless application and implementation of the Gender Equality Management System based on UNI/Pdr 125:2022 lies with the management, in **collaboration with the Gender Equality Management System Manager**.

LAB. INSTRUMENTS SRL has defined a **COMPANY POLICY FOR GENDER EQUALITY** and has identified a series of activities aimed at achieving this goal:

- Respect for the company's culture and strategy;
- Organizational governance to define appropriate organizational safeguards and the presence of minority gender in bodies;
- HR processes related to the various stages characterizing the life cycle of a resource in the organization based on principles of inclusion and respect for diversity;
- Opportunities for growth and inclusion of women in the company;
- Gender-equitable remuneration;
- Protection of parenthood and work-life balance.

The gender equality policy rigorously addresses any pay and career advancement differences and implements recruitment policies and plans to promote and value diversity broadly, believing that diversity brings added value and new impulses in all business sectors.

LAB. INSTRUMENTS SRL is attentive to market evolution and business needs. For this reason, it implements a policy aimed at promoting gender equality not only internally but also by fostering relationships and commercial ties with companies and entrepreneurs equally committed to inclusion and gender equality issues.

Specifically, the company, to achieve its objectives:

- Actively commits to family welfare, providing tangible support to the families of its employees both economically and in terms of flexible working hours and remote work;
- Supports sports activities and events aimed at promoting gender equality and inclusion;
- Encourages participation in training sessions, webinars, and debates for all employees regardless of role and contractual position;
- Promotes active policies for gender equality and inclusion through posts and publications on its website and social media.

Castellana Grotte (BA), 07/03/2023

GENERAL MANAGER