



GENDER EQUALITY POLICY

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Techne S.r.l., operating in the field of metrology as well as measurement, calibration and testing services, is committed to ensuring gender equality with regard to representation, professional development and the recognition of the competencies of all individuals working within the organization.

The company recognizes that gender diversity represents a key value and a driver for continuous improvement, particularly in technical and scientific environments such as metrology.

The organization focuses on the following areas identified by UNI/PdR 125:2022:

- **Culture and strategy**
- **Governance**
- **HR processes**
- **Growth opportunities and inclusion**
- **Pay equity**
- **Parenthood and work-life balance**

The development of an organization-wide model for gender equality represents not only a social value, but also a strategic lever to improve work quality, innovation and the reliability of metrological services.

SPECIFIC MEASURES FOR GENDER EQUALITY

The organization has defined principles and values for each dimension identified by UNI/PdR 125:2022, applicable to technical, administrative and laboratory personnel.

RECRUITMENT AND HIRING

In its recruitment and hiring of technical, administrative, and laboratory staff, the company adheres to the following principles:

- Candidate selection is conducted in a gender-neutral manner
- Selection criteria are based on technical competencies, education, professional experience and operational capabilities, particularly in metrology, quality and laboratory activities
- Questions regarding marital status, pregnancy or family responsibilities are not permitted
- Compensation offered is aligned with the position, responsibilities and required competencies, regardless of gender

CAREER MANAGEMENT

The company recognizes that the quality of metrological services depends heavily on the expertise of the people working in the laboratories and on technical tasks. For this reason, it manages professional career development pathways in accordance with the following principles:

- Career paths are defined and communicated without gender discrimination
- Opportunities for development in technical, organizational and managerial roles are accessible to all
- The working environment promotes collaboration, inclusion and psycho-physical well-being
- Continuous technical training (metrology, quality, standards, measurement systems) is a key element of professional development
- Performance evaluation and turnover processes are also monitored with regard to gender aspects, in order to ensure transparency and equal treatment

PAY EQUITY

The company acknowledges that the quality of metrological services strongly depends on the competencies of the personnel working in laboratories and technical activities. For this reason, it manages and governs professional development processes in accordance with the following principles:

- Career paths are defined and communicated without gender discrimination
- Opportunities for development in technical, organizational and laboratory responsibility roles are accessible to all
- The working environment promotes collaboration, inclusion and psycho-physical well-being
- Continuous technical training (metrology, quality, standards, measuring instruments) is considered a fundamental element of professional development
- Processes for performance evaluation and staff turnover are also monitored with regard to gender, in order to ensure fairness and transparency

PARENTHOOD

The organization promotes a balanced work-life balance, insofar as this is compatible with technical and laboratory activities. For this purpose, the following measures apply:

- Promotion of information and support initiatives related to maternity and paternity
- Encouragement of the use of paternity leave
- Support for reintegration after parental leave
- Support for return-to-work through training and reorientation activities

WORK-LIFE BALANCE

The organization promotes a balanced work-life balance, insofar as this is compatible with technical and laboratory activities. For this purpose, the following measures apply:

- Flexible working hours, where operationally feasible
- Work-life balance measures available to all employees regardless of gender
- Planning of measurement and calibration activities taking into account work-life balance

Furthermore, the company takes measures to ensure a working environment free from discrimination, abuse and harassment.

PREVENTION OF ABUSE AND HARASSMENT

The company adopts a zero-tolerance policy towards any form of discrimination, abuse or harassment.

- Identification and assessment of related risks
- Protection of reporting persons against any form of retaliation
- Preventive and awareness-raising measures
- Timely and impartial handling of reports
- Confidential reporting channels
- Promotion of gender-neutral and inclusive communication

Top management ensures the implementation and continuous monitoring of this Gender Equality Policy.

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