



## **GENDER EQUALITY POLICY**

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01.06.2025	Martina Strata	Comitato Guida	Walter D'Aprile

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NSS EVENTS SRLS, in order to achieve a genuine paradigm shift, has initiated a structured path to support gender equality and has integrated principles of gender parity and respect for diversity into its corporate objectives.

In this regard, it is implementing gender equality principles — in line with the UNI/PDR 125:2022 guidelines — with the aim not only of increasing the presence of women within the working environment but also of ensuring equal career opportunities up to the highest managerial levels, equal remuneration, work–life balance conditions that are appropriate to the various stages of life and proactive in redistributing family responsibilities between men and women, as well as a working environment that rejects stereotypes, discrimination and any form of physical, verbal or digital abuse, and instead promotes a culture of diversity and inclusion.

NSS EVENTS SRLS believes that the development of a cultural model promoting gender equality, in addition to generating “social value” appreciated within the European institutional and economic context, represents a driver of growth for the organisation’s business.

For these reasons, NSS EVENTS SRLS has always been committed to:

- Creating an environment that celebrates each individual’s uniqueness and in which the contribution of every team member is recognised and valued;
- Ensuring that all individuals are treated with dignity and respect, tolerating no form of intimidation, bullying, harassment — including sexual harassment — or mistreatment of employees in the workplace or in work-related situations, and disciplining those who violate these practices;
- Encouraging anyone who feels they have been subjected to such intimidation, discrimination, harassment or mistreatment to report their concerns while feeling protected from any potential form of retaliation;
- Regularly reviewing all practices and procedures related to recruitment and development to ensure that fairness is always upheld.

Consequently, all decisions relating to recruitment, hiring, promotions, compensation policies, employee development — including training — and all aspects of working conditions are made regardless of age, ethnicity, colour, sex, geographical origin, religion, disability, sexual orientation or gender identity.

This document provides guidelines to be implemented through HR practices and processes to create a working environment with equal gender opportunities throughout the entire cycle of recruitment, management, development and career progression.

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The organisation aims to ensure gender equality through concrete actions that, in addition to complying with the requirements and indicators established within each area covered by UNI PdR 125:2022, generate real and tangible benefits for the women present within the organisation, who are the primary stakeholders in the results produced by the management system.

With the intention of guaranteeing attention to this satisfaction at all moments and in all circumstances of women's working lives within the organisation, the company approaches this "life cycle" through the following aspects:

- I. Recruitment and hiring
- II. Career management
- III. Pay equity
- IV. Parenthood and caregiving
- V. Work-life balance
- VI. Prevention of abuse and harassment

For each of these aspects, the organisation has established specific policies, summarised below, which are subject to periodic analysis and review to update the associated procedures where necessary. For each policy reflecting the principles to which the organisation is committed, NSS EVENTS SRLS has associated verified and verifiable processes, as well as measurable, specific and achievable equality objectives identified in the strategic plan drafted jointly by Senior Management, represented by the Board of Directors, and the Steering Committee, with the support of the heads of the relevant functions impacted by the six areas listed above.

To ensure the implementation of the necessary actions to pursue the organisation's continuous-improvement objectives, and to guarantee the effective application of this Gender Equality Policy, a coordination manager has been appointed. This individual oversees the policy and acts as a point of reference for the entire organisation.

The Policy will be monitored and reviewed regularly to ensure that equality and diversity are continuously promoted in the workplace.

In pursuing and maintaining the objectives mentioned above, the organisation focuses its efforts on the following areas defined by UNI 125:2022:

- 1. Culture and strategy
- 2. Governance
- 3. HR processes
- 4. Opportunities
- 5. Pay equity
- 6. Parenthood

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Based on the analysis of its business processes, the organisation has identified and established the principles to be respected for each of the areas above. These principles serve as guiding criteria for processes aimed at addressing:

- Existing gaps in relation to the indicators established by UNI PdR 125:2022, removing any existing biases;
- The needs of the women within the organisation, considered the primary stakeholders in the system's concrete outcomes.

#### SPECIFIC POLICIES ON GENDER EQUALITY

These are more detailed policies that necessarily relate to Gender Equality and provide the input needed to:

- Define the Strategic Plan for Gender Equality;
- Identify, develop and implement the “operational” procedures specifically dedicated to gender equality, tailored to the organisation's context.

The gender-equality procedures developed in relation to the Policy are:

1. Reports and Suggestions
2. Selection of Speakers for Events
3. Recruitment and Staff Management
4. Pay Equity
5. Parenthood Protection and Work–Life Balance
6. Gender Equality Guidelines

These procedures are developed to achieve tangible benefits and results consistent with the purpose of the management system.

A summary of their contents follows:

1. Reports and Suggestions — This procedure establishes criteria for reporting irregular events and proposing new initiatives. An email address will be provided for submissions — including anonymously — and a suggestions and ideas box has been implemented. A quarterly meeting will also be formalised to update the strategic plan and gather new ideas. An Inclusivity Perception Questionnaire has also been prepared.
2. Selection of Speakers for Events — This procedure ensures fair gender representation among speakers at round tables, events, conferences or any other initiative.

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3. Recruitment and Staff Management — This procedure establishes recruiting practices that ensure all candidates are evaluated based on their competencies and abilities, regardless of gender; ensures equal opportunities for professional growth and development; mandates fair remuneration practices to guarantee that employees of all genders receive equal pay for work of equal value; guarantees access to parental leave and caregiving options; and includes measures to prevent and address gender-based abuse and harassment within the organisation, including training employees on how to recognise and manage such issues.

4. Parenthood Protection and Work–Life Balance — This procedure ensures that employees of all genders have access to parental leave and caregiving options, and guarantees that they can balance work and family responsibilities through flexible work-organisation measures.

5. Pay Equity — This procedure prohibits all direct or indirect pay discrimination relating to any aspect or condition of remuneration for the same work or work of equal value.

6. Gender Equality Guidelines — This procedure provides the guidelines for implementing the System.

The Gender Equality Policy, within the broader framework of the overall Corporate Policy, provides — for the purpose of assessing its adequacy and determining whether modifications or integrations are necessary — for the definition and periodic Review of Gender Equality Objectives, identified in advance, measurable, monitored throughout their implementation and assessed through appropriate Indicators, jointly with the relevant corporate departments and the Steering Committee.

Management ensures the widest dissemination of this Policy, guaranteeing that it is understood and implemented by all employees, collaborators and stakeholders. For this purpose, it will be made available on the company's website.

Date, 01/06/2025

Sole Director

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