Gender equality Policy

Rev. 0 del 25/09/2025

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1. MISSION AND STRATEGIC VISION

Centrale del Latte del Molise Srl, founded in 1963 by the Sassano family, is today a leading company in the production of high-quality dairy products, with a strong focus on environmental sustainability, innovation, and people's well-being.

Our mission is to produce and offer high-quality dairy products that represent the excellence of Molise, enhancing local resources while respecting family tradition and maintaining a constant commitment to innovation, environmental protection, and food safety.

2. THE PATH TOWARD GENDER EQUALITY

In line with our core values and in full coherence with our mission, Centrale del Latte del Molise Srl has decided to adopt a Gender Equality Management System (SGPG) compliant with UNI/PdR 125:2022, as an effective tool to ensure gender equality in the presence and professional growth of women, while fostering an inclusive culture and implementing processes that promote female empowerment.

Obtaining certification represents only the first step in a broader process of implementing gender equality policies aimed at continuous improvement and the promotion of equal opportunities.

The certification is intended to support and encourage the organization in adopting appropriate policies to reduce the gender gap, generating benefits for employee well-being as well as positive reputational and ethical impacts.

3. GUIDING PRINCIPLES

The fundamental principles underlying Centrale del Latte del Molise Srl's Gender Equality Policy are:

- Impartiality and inclusiveness
- Fairness and transparency
- Enhancement of personnel
- Protection of the individual
- Prevention of all forms of violence and discrimination

Our commitment to ensuring that the SGPG meets the requirements of UNI/PdR 125:2022 is aimed at achieving the following objectives, in line with the EU Gender Equality Strategy 2020–2025:

- Increasing women's participation in the labor market
- Reducing gender pay and pension gaps, also as a means to combat female poverty
- Promoting gender balance in decision-making processes
- Combating stereotypes and gender-based violence, and protecting and supporting victims

4. MANAGEMENT COMMITMENT

The Management of Centrale del Latte del Molise Srl considers the ongoing implementation of the Gender Equality Management System essential to developing an organizational model that promotes gender equality and values fairness and inclusiveness.

Centrale del Latte del Molise Srl is committed to:

- adopting tools to prevent any form of gender-based discrimination and to counter any act that may harm the dignity of personnel, regardless of their role or level of responsibility;
- valuing diversity in all business processes: from recruitment and selection to access to training, from pay policy definition to performance evaluation and incentive allocation, from supplier selection to service and product delivery;
- supporting employee welfare through measures that facilitate the balance between professional activity and private life;
- promoting awareness, engagement, and training activities on equal opportunities and female empowerment, avoiding stereotypes and highlighting women's contributions;
- ensuring transparent communication, including marketing and advertising activities, that demonstrates the company's commitment to achieving gender equality, valuing diversity, and supporting female empowerment.

5. POLICY MONITORING AND IMPLEMENTATION

The overall Gender Equality Policy and related measures, within the broader organizational framework, include—together with the Gender Equality Steering Committee—the definition and periodic review of gender equality objectives, to assess their suitability and determine the need for updates or improvements.

6. POLICY DISSEMINATION

The Gender Equality Policy is communicated and made available to all personnel and stakeholders through internal communication channels and publication on the company's official website.