

<p>TEXMODA LET'S MAKE IT</p>	<p>POLICY Gender Equality</p>	<p>QMS Manual Attachment 1</p>
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Texmoda Tessuti srl is committed to supporting the values of diversity, inclusion and gender equality through the adoption of corporate, organizational and management mechanisms based on respect for the rights and freedom and dignity of people. In particular, our company has adopted a UNI/PdR 125 management system. In fact, the company operates according to UNI/PdR 125:2022 practice through an approach based on impartiality and does not allow any form of direct or indirect, multiple and interconnected discrimination in relation to gender, age, sexual orientation and identity, disability, state of health, ethnic origin, nationality, political opinions, social category of belonging and religious faith. It also promotes the conditions that allow to remove cultural, organizational and material obstacles that limit the full expression of people and their full enhancement within the organization.

Texmoda Tessuti srl preserves the value of its team and promotes the protection of their psychophysical, moral and cultural integrity through working conditions that respect individual dignity and behavioral rules.

The policy aims to develop a clear approach in terms of mission, strategies and active practices in order to stimulate a collaborative, supportive working environment, open to contributions from all employees to increase the trust of people, customers and, in general, of civil society.

The goal is to foster diversity in all its dimensions in order to take maximum advantage of the opportunities arising from it and generate value within work environments while also gaining a competitive advantage over the business.

This policy reaffirms the company's commitment to respect and actively disseminate the principles established by current legislation, contractual provisions and standards issued by international organizations of reference:

- 2030 Agenda for Sustainable Development and related Sustainable Development Goals – Sustainable Development Goals -SDGs –
- United Nations Global Compact and Women's Empowerment Principles
- Universal Declaration of Human Rights
- United Nations conventions on women's rights, on the elimination of all forms of racial discrimination, on children's rights, on the rights of persons with disabilities
- Declaration on Fundamental Principles and Rights at Work and the eight fundamental Conventions of the International Labor Organization (ILO)
- ILO Convention on Violence and Harassment of June 2019

The commitment of **Texmoda Tessuti srl** is aimed at preserving the value of people, so that everyone feels included and can give the best of themselves feeling truly an integral part of society, is embodied in a human resources development and management strategy capable of promoting an inclusive culture to enhance the uniqueness of people and access to the same opportunities for professional growth regardless of the role held in the organization.

At the level of personnel and career management, specific operating procedures have been set up to manage the related areas with a view to gender equality.

At the level of communication (marketing and advertising activities) **Texmoda Tessuti srl** transparently declares its willingness to pursue gender equality, enhance diversity and support women's empowerment.

Texmoda Tessuti srl implements a policy aimed at promoting gender equality not only internally, but above all by favoring relationships and business relations with companies equally committed to the issues of diversity, inclusion and gender equality. Senior Management has identified a competent resource for managing the management system in the RSGQ.

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In addition, in order to create an active Gender Equality Committee, the GENDER EQUALITY Committee composed of DGE, HR and RSGQ is established. Every year, information on the strategic Gender Equality plan with specific KPIs is published transparently on the "social responsibility" page of our website in order to explain how our company progresses towards the objectives set in terms of Gender Equality.

This policy is made available for consultation in the "social responsibility" section of our website.

The administrator

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