



Gender Equality Policy

ATLANTE, ATLANTE ITALIA

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1. SCOPE

This Policy defines Atlante's commitment to Diversity, Equity & Inclusion (DE&I) with a specific and structured focus on Gender Equality, in alignment with the requirements of UNI/PdR 125:2022, which establishes the reference framework for Gender Equality Management Systems in Italy. It outlines the principles, commitments, governance mechanisms and organizational measures through which Atlante ensures equal opportunities, gender balance, nondiscrimination and an inclusive working environment for all individuals.

2. APPLICATION

This Policy applies to all individuals working for or on behalf of Atlante srl and Atlante Italia srl, including employees, contractors, consultants, interns, and temporary workers, across all countries and any context connected to work.

3. GUIDING PRINCIPLES

Atlante promotes an inclusive and equitable work environment where every individual is treated with dignity and respect. The Company rejects any form of discrimination and is committed to ensuring equal opportunities for all, fostering behaviors and practices that support collaboration, fairness and professional integrity.

Atlante safeguards the fundamental rights of all individuals and upholds equality, non-discrimination and inclusion as core elements of its culture. All people-related decisions must be objective, transparent and free from bias, while the Company actively works to strengthen representation, empower women and support underrepresented groups across the organization.

The Company also recognizes the importance of work-life balance and equal support for parenthood, ensuring that personal and professional needs can coexist harmoniously. Every employee shares responsibility for contributing to an inclusive workplace, while managers play a pivotal role in ensuring gender-fair processes and in upholding the commitments of this Policy.

Atlante embraces continuous improvement, monitoring gender-related indicators, reviewing practices and implementing corrective or enhancement measures in line with UNI/PdR 125:2022.

The Policy is guided by international and national frameworks and standards, including:

- The Universal Declaration of Human Rights
- Fundamental ILO Conventions on equality and non-discrimination
- ILO Equal Remuneration Convention (No. 100)
- ILO Discrimination (Employment and Occupation) Convention (No. 111)
- ILO Workers with Family Responsibilities Convention (No. 156)

- ILO Violence and Harassment Convention (No. 190)
- The UN Global Compact Principles
- The UN Guiding Principles on Business and Human Rights
- Women's Empowerment Principles (UNGC & UN Women)
- EU Pay Transparency Directive (EU 2023/970) – strengthening the principle of equal pay through transparency, data reporting, employee rights and enforcement mechanisms [debevoise.com], [jacksonlewis.com], [consilium.europa.eu]
- UN Sustainable Development Goal 5 – Gender Equality (SDG5)
- All relevant applicable national legislations on non-discrimination, equal opportunities, workplace health and safety and gender equality

4. **ATLANTE COMMITMENT**

Atlante considers gender equality and inclusion to be strategic drivers for sustainable growth and long-term competitiveness, and it is committed to fostering a fair, inclusive, and respectful working environment

Atlante commits to:

- Ensure equal opportunities in **recruitment** and adopt inclusive and transparent selection processes to ensure diverse candidate pools and fair evaluation.
- Promote a **balanced gender representation**, particularly in roles of responsibility and leadership.
- Guarantee **pay equity**, monitoring and addressing any gaps through structured and transparent analyses.
- Support **work-life balance** through organizational measures and tools designed to help employees balance personal and professional needs.
- Cultivate an inclusive culture based on respect, collaboration, and awareness of bias.
- Guarantee equal access **to training, performance evaluation, and career advancement.**

These commitments translate into tangible actions integrated into the Company's daily practices and long-term people strategy.

5. **GENDER EQUALITY MANAGEMENT SYSTEM**

Atlante has implemented a Gender Equality Management System aligned with UNI/PdR 125:2022 requirements, which enables structured planning, monitoring and continuous improvement.

The System includes:

- objectives and targets aligned with Atlante's strategic priorities.
- periodic measurement through dedicated KPIs related to gender distribution, pay equity, training, career advancement and access to work-life balance tools to ensure measurable, accountable improvements.
- analysis of results and identification of improvement actions.
- transparent communication of results where applicable.

6. **ROLES, RESPONSIBILITIES AND GOVERNANCE**

This Policy is formally approved by Atlante's Chief Executive Officer and implemented in coordination with the Country CEO(s), who ensure its consistent application across local contexts and full adherence to Atlante's commitments.

Furthermore, Atlante has established a Gender Equality Committee responsible for steering and supervising the Gender Equality Management System, overseeing KPI monitoring and progress reviews, supporting management teams in the implementation of improvement actions and ensuring that adequate organizational, financial and professional resources are made available.

7. **COMMUNICATION, TRAINING AND AWARENESS**

This Policy is communicated to all employees and made available to relevant stakeholders. Atlante promotes training and awareness initiatives aimed at strengthening understanding of gender equality, inclusive behaviors and the prevention of discrimination. Training is tailored to organizational roles, with a particular focus on Senior Leadership Team members and people managers.

8. **PREVENTION, REPORTING AND PROTECTION**

Atlante provides accessible channels for reporting behaviors contrary to the Policy, such as the online Whistleblowing portal.

Reports are handled confidentially, impartially and promptly, in line with internal procedures. Corrective actions and disciplinary measures are applied where violations are confirmed. Atlante ensures that no individual suffers retaliation for raising concerns in good faith.

9. **REVIEW AND CONTINUOUS IMPROVEMENT**

This Policy is reviewed at least annually or whenever organizational, regulatory or strategic developments require an update.

The review assesses KPI performance, the effectiveness of actions taken and improvement priorities, ensuring continued alignment with Atlante's evolution.

10. **PUBLICATION**

The DE&I Policy is published on Atlante's website and made available internally and externally to ensure transparency and accessibility.



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