

	GENDER EQUALITY POLICY		Rev.	Effective Date
			00	12/05/2026

Allpack srl has defined its own “**Gender Equality Policy**”.

The policy encompasses the company’s commitment to comply with all Gender Equality requirements, including those it has voluntarily undertaken and those set out under applicable law.

The policy has been issued under document control, approved by Management, and made available on the company notice board to all workers and all interested parties.

It is periodically reviewed as part of the Management Review process, in order to ensure its adequacy, appropriateness and continuing effectiveness.

Responsibility for the Gender Equality system is assigned to the specially elected Gender Equality Committee.

Company commitment to Gender Equality

With regard to the commitment of **Allpack** to Gender Equality, the company considers the following objectives to be a priority:

- Comply with the constitutional principles of parity and equality;
- Adopt policies and measures to promote female employment and women’s active participation in the workforce;
- Adopt measures that promote effective equality between men and women in the workplace, including: equal opportunities in access to employment, pay equality, equal access to career and training opportunities and participation in decision-making meetings, and full implementation of paternity leave in line with European best practice;
- Promote welfare policies supporting the “silent work” of those who care for their family, in compliance with paragraph 1 of Article 3 of the Italian Constitution (formal equality);
- Adopt specific measures in favor of equal opportunities, in line with paragraph 2 of Article 3 of the Italian Constitution (substantive equality);
- Guarantee ever better and fairer working conditions for our workers, applying and complying with all applicable national and international legislative provisions, collective bargaining agreements, commitments undertaken by the organization, and requirements set out in international standards;
- Implement, apply and maintain ongoing compliance with Gender Equality requirements and adapt to any new requirements that may be introduced;
- Promote the management of internal mobility and succession planning for managerial positions consistent with the principles of an inclusive organization that respects gender equality;
- Ensure fair and equal participation in training and professional development pathways, including those dedicated to leadership, ensuring an adequate presence of both genders.
- Ensure that all personnel receive adequate training and information on ethics, inclusiveness and equal opportunities;
- Ensure fair and equal gender representation in participation in round tables, conferences, public events and other occasions representing the organization externally, including those of a technical-scientific nature;
- Continuously define and update this Gender Equality Policy;
- Extend the commitment of **Allpack** to social sustainability beyond the boundaries of our own activities, actively engaging stakeholders and promoting the principles of equality and inclusion, identifying and managing social impacts in an ethical and responsible manner;
- Select, evaluate and give preference to suppliers also on the basis of their ability to respect the human rights of their employees, assess health and safety impacts on people, and maintain and manage certified company management systems over time;
- Include social sustainability criteria incorporating principles of inclusion and equality as part of the personnel evaluation and selection process;
- Adopt an approach of dialogue and discussion in relations with employees in order to engage them in our commitment to social sustainability and raise their awareness of the principles of Gender Equality.

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- Carry out periodic internal audits and inspections to verify compliance with social equality requirements, planning and implementing corrective and improvement actions where necessary.
- Participate in dialogue with all interested parties, documenting and communicating to all stakeholders the commitment of **Allpack** to Gender Equality;
- Comply with legislative provisions on equal opportunities, diversity and inclusiveness of every kind;
- Pay particular attention, at Top Management level, to preventing any form of gender discrimination or physical, verbal and/or digital violence;
- Promote full transparency and fairness in all our work activities and in relations with stakeholders, including employees;
- Communicate the Gender Equality Policy both internally and externally, in order to spread a culture of equality and raise awareness among all stakeholders.

With regard to the specific social requirements concerning respect for human rights and equal gender opportunities, set out below is the position adopted by **Allpack**.

RECRUITMENT AND HIRING

During personnel selection and hiring, the Company applies a fair approach towards every candidate profile, carefully preventing any discriminatory and/or offensive conduct.

The Company prepares job descriptions in a gender-neutral manner and conducts recruitment processes addressed to both men and women.

CAREER MANAGEMENT

Throughout the employee's entire professional life cycle, the Company pays particular attention to equal opportunities for professional development and promotion, basing them exclusively on the personal abilities, skills and professional levels that characterize the employee.

The Company aims to balance the presence of men and women in the workplace, both by specific area and specific role, promoting diversity and the psycho-physical wellbeing of all personnel. To this end, the Company offers employees the opportunity to receive specific training on improving professional skills and managing obstacles that may arise in the workplace.

PAY EQUITY

Allpack, in compliance with the applicable National Collective Bargaining Agreement (CCNL), guarantees pay equality for employees, including benefits, bonuses and welfare programs, and respects the needs of people of every gender and age.

PARENTHOOD AND CARE

In respect of the individual and the fulfilment of private life, at **Allpack**, full enjoyment of the right to paternity leave is recognized.

The Company protects and guarantees the maintenance of working conditions held prior to the leave, supporting the employee during the return-to-work phase with specific support measures (granting of flexible working-hour arrangements).

WORK-LIFE BALANCE

Allpack promotes full reconciliation of private life and working time, providing measures designed to offer employees the possibility of flexible working hours.

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DISCRIMINATION AND PREVENTION OF ANY FORM OF PHYSICAL, VERBAL OR DIGITAL ABUSE (HARASSMENT) IN THE WORKPLACE

Any form of physical, verbal or digital abuse in the workplace is prohibited. In this regard, the Company has a Harassment Prevention and Management Plan, providing for a preventive risk assessment and an analysis of reported adverse events. **Allpack** also pays particular attention to the language used among and towards employees, promoting communication that is as courteous and neutral as possible.

Allpack condemns any form of discrimination among its workers, including exclusion or preference based on race, sex, age, religion, political opinion, nationality or social class. Both in the recruitment and hiring of personnel and with regard to promotions and/or company bonuses, **Allpack** undertakes not to take into account factors such as those listed above, implementing a process managed as described in the (personnel selection and management) procedures.

Should episodes of discrimination or abuse occur, employees are fully free to report them by completing the anonymous forms made available to all workers.

The objective of **Allpack** is to succeed in applying these principles throughout the entire supply chain, with a view to continuous improvement and worker satisfaction.

Management
