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**Subject: Ecorys Italy Gender Equality Policy**

Rome  
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TO ALL STAFF

## **PURPOSE AND SUMMARY**

This Gender Equality Policy (hereinafter also the “Policy”) of Ecorys Italy Srl defines the principles, objectives and guidelines that define the Company’s commitment to issues relating to gender equality, the enhancement of diversity and women’s empowerment.

This Gender Equality Policy is addressed to all employees of Ecorys Italy Srl and shared with partners, suppliers, consultants and customers with the aim of having a greater impact on its value network and is integrated with other company quality policies.

## **PRINCIPLES AND COMMITMENTS**

Ecorys Italy Srl, by implementing a Gender Equality Management System in accordance with UNI/PdR 125:2022 and a culture based on respect for and appreciation of diversity of gender, age, origin, social, religious, political ideas, psychophysical abilities, identity and sexual orientation, undertakes to:

- to spread the culture of inclusion and non-discrimination through information and training;
- to communicate in a transparent way, internally and externally, its own willingness to pursue gender equality, enhance diversity and support the strengthening of the female gender;
- to constantly monitor the KPIs provided by UNI/PdR 125:2022 to verify and measure gender equality actions;
- to ensure the use of behaviour and language capable of ensuring an inclusive working environment that respects gender diversity;
- identify initiatives that enhance the experience of parenthood by protecting the relationship between staff and Ecorys Italy Srl before, during and after maternity/paternity;
- to allocate the necessary budget to achieve and maintain the objectives of the ‘Strategic Plan’;

- to create and maintain an inclusive, collaborative and supportive working environment, transparent and open to all staff.

In particular:

- Selection and recruitment process:

Ecorys Italy Srl is committed to attracting and recruiting people with different backgrounds and skills, pursuing gender equality during the selection and recruitment phase by identifying a pool of candidates that tends to be equal between men and women. At the same time, the Society undertakes to emphasize the importance of meritocracy: experience, skills and competences guide the selection of the best candidates.

- Personnel evaluation system:

Ecorys Italy Srl applies performance evaluation systems based on objectives to be achieved that categorically exclude any discriminating principle.

- Training, professional development and communication:

Ecorys Italy Srl is committed to offering equal opportunities for development without any gender discrimination. Thanks to the synergy with one of the Group's companies, employees are involved in all D&A events.

## **OBJECTIVES**

Ecorys Italy Srl firmly believes that inclusion and meritocracy are the essential conditions for sustainable, economic and social development.

This is why Ecorys Italy Srl has decided to adopt innovative systems that allow us to constantly evaluate in which direction we are going, which and how much progress we are making. By setting up a management model that guarantees the maintenance of the defined and implemented requirements over time and measuring the progress of the results through the preparation of specific KPIs (Key Performance Indicators), on 6 dimensions:

- culture and strategy;
- governance;
- HR processes;
- opportunities for growth in gender-neutral holding;
- remunerative equity by gender;
- protection of parenthood and work-life balance.

In particular, Ecorys Italy is committed every day to create moments of sharing with its Community that lead to common objectives:

- Creating a fairer world of work in terms of equal career opportunities, competitiveness and flexibility;
  - Supporting the increase in female employment;
  - Ensuring gender pay equity by facilitating participation and retention of women in the workforce;
  - Ensuring equal opportunities in capacity building and enforcement individual talents, ensuring equal and equal participation in training and development courses, with the presence of both sexes, including courses on leadership (recognizing every day the importance of having more and more women who know how to put their ideas forward in 'managerial tables').
- In addition to trying to create moments of reflection every day, sharing and contamination on the subject, Ecorys Italy Srl is committed every day with its employees to:

- Ensuring greater flexibility for workers with parental and/or caregiver commitments;
- Implement governance and monitoring of diversity and gender parity in the company;
- Adopt practices aimed at disseminating gender policies more and more effectively within the company context;
- Support working mothers and working fathers, providing services to promote the reconciliation of personal and working lifetimes.

## **REPORTING**

Ecorys Italy Srl encourages the reporting, even anonymously, of opinions, of suggestions for the change of the organization aimed at encouraging dialogue and comparison and of situations of:

- physical, verbal and digital abuse (harassment) towards employees;
- sexual harassment of employees;
- discrimination during selection and recruitment;
- discrimination in the field of equal opportunities in professional development and promotions;
- failure to respect the rights of workers in the context of parenting and care;
- failure to respect the rights of workers in the context of work-life balance;
- unequal pay.

## **TRAINING, DISSEMINATION AND COMMUNICATION**

Ecorys Italy Srl undertakes to give wide internal and external dissemination of this Policy and in particular will be disseminated through:

- all corporate communication channels;

- exposure in the company bulletin board;
- delivery of a copy at the time of recruitment together with the rest of the documentation;
- uploading the document to a shared company server in order to make the document accessible to everyone at any time.

Responsibility for the implementation of this Policy rests with the HR Department in the person of the Management.

The Management

