



# GENDER EQUALITY POLICY

**LOKHEN S.r.l.** recognises gender equality as an essential element of civilization and the expression of universal human rights, as well as a strategic factor for increasing value creation and company growth. In order to achieve and preserve gender equality within the company, LOKHEN S.r.l. engages the management, employees, and all stakeholders to adopt practices, language, and behaviors that pursue this objective and enhance personal diversity.

**LOKHEN S.r.l.**, with reference to *UNI/PdR 125:2022*, is inspired by principles and objectives aimed at undertaking a systemic path of change, especially cultural, through structured action that takes into account the following fundamental principles:

- Respect for constitutional principles of parity and equality;
- Adoption of policies and measures to promote female employment;
- Adoption of measures that encourage effective equality between men and women in the workplace, including: equal access to employment, equal pay, equal access to career advancement and training opportunities, and full implementation of paternity leave in line with mandatory regulations and European best practices;
- Promotion of welfare policies to support family care work, in compliance with paragraph 1 of Art. 3 of the Italian Constitution, regarding formal equality;
- Adoption of specific measures in favor of equal opportunities, in line with the provisions of paragraph 2 of Art. 3 of the Italian Constitution, regarding substantive equality;
- Integration of the principle of gender equity into national legislation so that its voluntary adoption becomes a benchmark for public and private organizations of all sectors and sizes, including cases where sustainability certification and the adoption of gender policies are required- for instance in public tenders, the granting of public subsidies, or access to reward systems consistent with free-market principles.

This policy reiterates the commitment of **LOKHEN S.r.l.** to comply with and actively disseminate the principles set forth by current legislation, contractual provisions, and standards issued by relevant international organizations:

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

**LOKHEN S.r.l.** is committed to fostering the value of individuals, so that everyone feels included, is empowered to perform at their best, and feels like an integral part of the company. This commitment is translated into a human resources development and management strategy capable of fostering an inclusive culture, valuing the uniqueness of each individual, and guaranteeing access to the same professional growth opportunities, regardless of their role within the organization. Gender equality policy aims at gradually but rigorously reducing any gender pay and career advancement gaps that may have occurred over time. Furthermore, recruitment policies and plans are implemented to encourage and value diversity in its broadest sense, as these are elements capable of bringing value and new momentum to all sectors and areas of the company.

To achieve this objective, Management has defined a corporate gender equality policy, committing itself to:

- implementing human resources management and development practices that promote an inclusive culture of professional growth, guaranteeing equal opportunities to all staff;
- communicating both internally and externally, through marketing and advertising, its dedication to pursuing gender equality, valuing diversity, and supporting women's empowerment. This commitment aims to raise



awareness of women's capabilities and foster participation and shared responsibility on an equal basis with men, overcoming cultural and social biases and preconceived roles;

- promoting respect for corporate culture and strategy regarding gender equality;
- identifying an organizational governance aimed at defining appropriate administrative oversight and fostering gender equality within corporate leadership;
- defining HR processes relating to the different stages of the employee lifecycle within the organization, based on principles of inclusion and respect for diversity;
- identifying opportunities for the growth and inclusion of women within the company, promoting education, training, personal development, and empowerment while ensuring fair and equal participation in training and development programs, including leadership courses;
- pursuing gender pay equity;
- protecting parental rights and supporting work-life balance;
- implementing actions aimed at preventing harassment and abuse in the workplace;
- ensuring that genders are equally represented among speakers at panels, roundtables, events, conferences, or other meetings, including those of a scientific nature;
- promoting themes of gender equality, diversity enhancement, and women's empowerment;
- guaranteeing internal mobility and succession planning for managerial positions that are consistent with the principles of an inclusive organization that respects gender equality.

**LOKHEN S.r.l.**, which always has been attentive to market evolution and business needs, implements a policy aimed at fostering gender equality not only internally but also by prioritizing commercial relationships and partnerships with companies and partners equally committed to inclusion and gender equality issues.

In particular, to achieve these objectives, the company:

- makes a tangible commitment to family welfare, through support measures for employees' families, both in financial terms and through flexible working hours and, where compatible with the organization, remote working;
- rejects all forms of gender-based violence and abuse and, as set out in the Code of Ethics, maintaining a zero-tolerance policy towards such behaviors, sanctioning them, and encouraging their report;
- supports sports activities and events aimed at promoting gender equality and inclusion;
- fosters participation in training sessions, webinars, and debates for all staff, regardless of their role or contract type;
- promotes active gender equality and inclusion policies through posts and publications on the company website and social media channels;
- tracks and transparently reports on the advancements made in achieving gender equality.

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The Management  
**LOKHEN S.R.L.**  
VIA ALBERTO MANICONE - Z.I. JESCE  
75100- MATERA  
TEL. 0835 1795090 - FAX 0835 1795090  
P.I. 07832030725