

Model Code: MO2.9	Update Date: 08.01.2026	Issue Date: 07.01.2025
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To all,

The mission of Giuliano Tartufi Spa is to establish strong and lasting collaborative business relationships with its customers, aiming for constant compliance with mandatory and voluntary food safety regulations.

For us, quality means ensuring our Customers safe processing in terms of:

- the defined quality standards
- timing, with respect to delivery deadlines;
- cost, in a manner that is traceable and consistent with the mandatory and voluntary standards that govern them.

THE PATH TOWARD GENDER EQUALITY

With the aim of best fulfilling its mission and in line with its strategic vision, Giuliano Tartufi S.p.A. has decided to adopt a Gender Equality Management System (GEMS) compliant with UNI/PdR 125:2022, as a valid tool for ensuring gender equality with regard to the presence and professional growth of women, promoting an inclusive culture and activating processes capable of developing female empowerment.

Achieving certification will represent only the first step in a journey of implementing gender equality policies, with a view to improving and promoting gender equality. Certification is in fact intended to guide and encourage the organization to adopt policies suited to reducing the gender gap, with consequent benefits for staff wellbeing, as well as reputational and ethical impacts.

GUIDING PRINCIPLES

The fundamental principles underlying the Gender Equality Policy are:

- IMPARTIALITY AND INCLUSIVENESS
- FAIRNESS AND TRANSPARENCY
- VALUING OF PERSONNEL
- PROTECTION OF THE INDIVIDUAL
- COMBATING ALL FORMS OF VIOLENCE AND DISCRIMINATION

The care with which Giuliano Tartufi S.p.A. focuses its efforts, so that its GEMS meets the requirements specified in UNI/PdR 125:2022, is inspired by the pursuit of the following objectives:

- increasing women's participation in the labor market;
- reducing the pay and pension gap between men and women, including to combat female poverty;
- promoting equality between men and women in decision-making processes;
- combating stereotypes and gender-based violence, and providing protection and support for victims;
- developing the improvement plan.

MANAGEMENT'S COMMITMENT

To support the achievement of the stated principles and objectives, Management considers the continued adoption of the GEMS essential in order to develop an organizational model that promotes gender equality and values equity and inclusiveness.

Giuliano Tartufi S.p.A. is committed to:

- adopting tools to prevent any form of gender discrimination and to combat any act that undermines the dignity of personnel, regardless of role or level of responsibility;
- valuing diversity in every company process: from the search for and selection of human resources to access to training, from the definition of pay policies to performance evaluation and the allocation of incentive schemes, from supplier selection to the delivery of services/supply of products;
- supporting the family welfare of its employees through working arrangements (part-time, flexible working hours) designed to facilitate the balance between professional activity and private life;
- promoting information and awareness-raising initiatives for staff on equal opportunity issues and the promotion of women's professional growth paths, avoiding stereotypes and promoting the visibility of women's contributions;
- promoting communication, including through marketing and advertising activities, that transparently declares the intention to value diversity and support the promotion of women's professional growth paths.

SPECIFIC GENDER EQUALITY POLICIES

These are more specific gender equality policies that provide the necessary input for formulating the Strategic Plan for gender equality and for identifying, developing and implementing procedures specifically dedicated to gender equality, based on the organization's reference context.

The gender equality policies developed in relation to this Policy concern the following areas of the Strategic Plan:

1. Selection and recruitment
2. Career management
3. Pay equity
4. Parenthood and caregiving
5. Work-life balance
6. Activities to prevent all forms of physical, verbal and digital abuse (harassment) in the workplace

MONITORING AND IMPLEMENTATION OF THE POLICY

The general Gender Equality Policy, within the broader framework of the organization's strategic guidelines, provides for the definition and periodic Review of gender equality objectives, jointly with the Gender Equality Steering Committee, in order to assess their suitability and the need for any modifications or additions.

DISSEMINATION OF THE POLICY

The Gender Equality Policy is communicated and disseminated to all personnel and interested parties through internal communication and publication on the Company website.

Pietralunga, 08 January 2026

Giuliano Martinelli

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