



GENDER EQUALITY POLICY IN ACCORDANCE WITH UNI/PdR 125:2022 NEW THREE-YEAR CERTIFICATION PERIOD 2026–2028 (rev.01)

The Management of B.R. MECCANICA ITALY S.r.l., a company operating since 1973 in the precision machining sector and in the manufacture of highly specialized equipment and components for national and international customers, reaffirms its commitment to promoting a corporate culture based on inclusion, fairness, development of skills and protection of the individual.

After obtaining UNI/PdR 125:2022 certification in 2023, the company is confidently embarking on a new three-year cycle of maintenance and continuous improvement, strengthening its Gender Equality Management System as a strategic lever for organizational development, sustainability and industrial competitiveness.

COMPANY IDENTITY AND INSPIRING PRINCIPLES

B.R. Meccanica Italy S.r.l. began as a family business and still maintains a strong set of core values based on:

- A people-centered approach
- Intergenerational responsibility
- A culture of technical expertise and skill
- Technological innovation integrated with Industry 4.0
- Strong local roots with an international outlook

In a sector traditionally dominated by men, such as the metalworking and manufacturing industry, the company recognises that promoting gender equality represents:

- A driver of cultural modernization
- A key factor in attracting young talent
- A defining feature in relations with customers and stakeholders
- A prerequisite for the organization's social sustainability

This Policy applies to:

- All employees
- Contractors and consultants
- Governing bodies
- Recruitment and staff management processes
- Relations with suppliers and partners

It forms an integral part of the company's management system and is consistent with the other organisational and quality systems adopted by the company.

MANAGEMENT'S COMMITMENTS

The Management, in collaboration with the Gender Equality Committee, is committed to:

1. Culture and Strategy

- Promote an inclusive, respectful and safe working environment
- Fight stereotypes, prejudice and direct or indirect discrimination
- Promote inclusive language in internal and external communications
- Integrate a gender perspective into the company's strategic planning

2. Governance

- Ensure a dedicated organizational unit for gender equality
- Regularly monitor KPIs consistent with the 6 areas of UNI/PdR 125:2022
- Integrate the gender dimension into decision-making processes
- Schedule structured annual reviews of Policy

3. HR processes

The company is committed to ensuring:

- Recruitment processes based solely on skills and objective criteria
- Structured and transparent induction programs
- Equal access to technical training (CNC, EDM, metrology, Industry 4.0)
- Objective and documented criteria for career progression and promotion
- Gender-neutral performance assessments

In the manufacturing sector, this means placing particular emphasis on developing operational and technical skills without cultural bias.

4. Opportunities for Career Growth and Leadership

B.R. Meccanica Italy undertakes to:

- To support women's career development, including in technical and production roles
- To promote the representation of women in managerial and leadership roles
- To monitor gender distribution across different organizational levels.

The aim is to build an organization in which leadership is a reflection of competence and merit.

5. *Remunerative Equity*

The company:

- Conducts regular analyses of the gender pay gap
- Ensures that any discrepancies are justified by objective criteria
- Includes rewards, benefits and welfare provisions in the assessment

In the manufacturing sector, where collective agreements are standard practice, the aim is to ensure that the national collective agreement and any supplementary terms are applied in a neutral and transparent manner.

6. *Support for Parents and Work-Life Balance*

In keeping with its family heritage, B.R. Meccanica Italy regards parenthood as a core value.

The company is committed to:

- Ensure full protection during maternity, paternity and parental leave
- Support a smooth return to work through structured reintegration programs
- Explore flexible working arrangements that are compatible with operational requirements
- Promote a shared culture of parental responsibility
- Extend support to family caregivers as well

In a manufacturing context, this means balancing departmental requirements, shift patterns and workloads with organizational tools that promote balance and sustainability.

MONITORING SYSTEM AND KPI

For the new three-year cycle 2025–2028, the company has drawn up a Strategic Plan with measurable indicators relating to:

- Gender distribution by department and level
- Access to technical training
- Career progression
- Analysis of the gender pay gap
- Take-up of parental leave
- Workplace environment and perception of inclusion

The results are monitored, analyzed and reviewed annually.



PREVENTION OF HARASSMENT AND DISCRIMINATION

B.R. Meccanica Italy:

- Adopts a zero-tolerance policy towards harassment and inappropriate behavior
- Provides confidential reporting channels
- Protects whistleblowers from potential repercussions
- Promotes regular training on respect and inclusive culture

COMMUNICATION AND ENGAGEMENT

This Policy:

- It is communicated to all staff
- It is communicated to external stakeholders
- It is published on the company's official channels
- It forms part of regular training

CONTINUOUS IMPROVEMENT

The Management is committed to:

- Review the Policy annually
- Update objectives and actions
- Strengthen the integration of industrial quality and social sustainability
- Consolidate a culture of inclusion as a defining feature of the corporate identity

CONCLUSION

For B.R. Meccanica Italy, gender equality is not merely a formality, but a strategic choice that is consistent with the company's history and its vision for the future.

Technological innovation, mechanical precision and the empowerment of people are all part of a single business vision: to build a modern, responsible and inclusive industry.

None, 2 February 2026

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