



## ISG Italia S.p.A. for gender equality



Information Services Group Italia S.p.A. (ISG Italia S.p.A.) has been certified by Bureau Veritas as being committed to incorporating the gender equality guidelines established in the UNI/PdR 125:2022 Reference Practice, which aims to produce sustainable and lasting change over time.

The adoption and pursuit of a gender equality management system by ISG Italia S.p.A. aims to promote and protect diversity and equal opportunity in the workplace and create sustainable value for both the company and society as a whole.

ISG Italia S.p.A. is strongly committed to overcoming the obstacles women have traditionally faced in the workplace, including:

- penalizations in pay and professional development paths;
- asymmetrical management of motherhood and family care compared to fatherhood;
- explicit and implicit biases within organizations in evaluating female workers.

ISG Italia S.p.A. believes that the adoption and enforcement of laws and regulations that promote gender equality, wage equality and gender-based violence represent fundamental values of civilization and culture.

ISG Italia S.p.A. has involved its employees, leaders and stakeholders in its institutional commitment to integrating these principles into its corporate policy to ensure that men and women receive fair wages, and have the same opportunities for recruitment, career advancement and leadership positions. The firm has also implemented measures that support the reconciliation of professional and personal life, such as parental leave, flexible working hours, smart working and a concrete welfare policy.

In the consistent implementation of the defined policy and in the continuous monitoring of the results and progress achieved, ISG Italia S.p.A. supports communication and educational initiatives to raise awareness of gender issues, promote equal opportunities, and counteract any negative stereotypes or unconscious bias, with "zero tolerance" towards gender-based violence.

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Information Services Group Italia S.p.A.