

Dello 12.02.2026

OPTOTEC SPA is committed to promoting an inclusive and respectful working environment where people of all genders are treated fairly and with respect. This Policy aims to ensure gender equality in all aspects of our operations and activities, including recruitment, training, promotions, and compensation.

Guiding Principles

The Management of OPTOTEC SPA has decided to introduce the Gender Equality Management System in accordance with the UNI/PdR 125:2022 reference practice and national laws. A Steering Committee has been established to enhance and protect all personnel within the organization's sphere of control and influence, applying the following guiding principles:

Non-discrimination:

We are committed to not discriminating on the basis of gender, gender identity, or gender expression. Gender discrimination is not tolerated in any form, including behaviors, decisions, or policies that may hinder equality.

Equal opportunities:

We provide equal opportunities in recruitment and employment, training, professional development and growth, salary improvements, internal mobility, and participation in events, conferences, and company meetings to all personnel, regardless of gender. We are committed to removing structural and cultural barriers to ensure that people of all genders have the same opportunities for success.

Fair compensation:

We ensure that all personnel are compensated fairly for their work, regardless of gender. Any pay disparity based solely on gender is unacceptable and prohibited.

Inclusive working environment:

We are committed to creating a positive and inclusive working environment where people of all genders feel accepted, respected, and valued. We promote a corporate culture that values diversity and fosters respect and collaboration among colleagues of every gender.

Responsibility and monitoring:

Promoting and maintaining gender equality within the company is the responsibility of all personnel, including Management. We regularly monitor and evaluate progress toward gender equality and are committed to continuously improving our policies and practices.

Commitment to Continuous Improvement

Our commitment to continuous improvement concerns personnel management and communication aimed at pursuing gender equality, valuing diversity, and supporting female empowerment, particularly through the following actions:

- Increasing and improving employees' knowledge and awareness of equal opportunity and inclusion issues;

- Implementing policies to prevent any form of harassment, violence, and discrimination in the workplace, including establishing a reporting channel for discriminatory situations and/or violence and harassment in the workplace;
- Implementing concrete actions aimed at enhancing female employees within a framework of inclusivity and gender equality, with the definition and implementation of specific objectives in the “Strategic Plan”;
- Defining concrete and measurable objectives to promote gender equality and value diversity;
- Organizing training courses to increase awareness and understanding of gender and inclusion topics, promoting respectful and inclusive behaviors. Participation in training involves all personnel;
- Using inclusive language that respects different identities, including those related to gender, ethnicity, sexual orientation, and other personal and cultural aspects, both within the company and externally. Particular attention is paid to avoiding the perpetuation of stereotypes, prejudices, and gender discrimination, while valuing diversity and female presence and encouraging the use of welcoming and non-discriminatory language;
- Providing corporate welfare services that offer employees a range of benefits and services aimed at improving workers’ well-being;
- Offering services and organizing work in a way that allows employees to achieve a good work–life balance (management of maternity phases, measures supporting parenthood, flexible and part-time working hours, organization of meetings so that all interested personnel can participate, study leave, etc.);
- Offering solutions to promote and support parenthood (continuous information, management of the various stages of maternity, flexible hours, discussions with new parents to understand any specific needs, additional paternity leave days beyond those required by law).

Implementation and Conflict Resolution

All personnel are required to be fully aware of the principles contained in this Policy and to act in accordance with them. Any reports or complaints regarding discrimination or violations of this Policy may be communicated to the Steering Committee, including anonymously. All reports will be handled with the utmost confidentiality, reviewed promptly, and managed appropriately. Full protection is guaranteed against any form of retaliation for those who report violations.

OPTOTEC SPA is committed to continuously monitoring the effectiveness of this Policy, adapting and updating it regularly to ensure the achievement and maintenance of the company’s objectives regarding gender equality, while promoting its dissemination and continuous implementation.

Management

Steering Committee