

Principles

Serioplast recognizes gender equality as a strategic lever for growth, innovation and sustainability. This policy defines the company's commitment to promote equity, inclusion and respect for diversity, through an inclusive work environment, the prevention of stereotypes, equal opportunities for growth and a healthy work-life balance.

Stakeholders

The policy applies to all Serioplast personnel, regardless of role or level, as well as external collaborators, suppliers and partners. Management has a central role in promoting the culture of gender equality, integrating inclusive practices into company processes, monitoring objectives and ensuring the necessary resources. Collaborators actively participate in training, contribute to a respectful environment and report any non-inclusive behavior. Third parties are required to share and respect the principles of the policy, adopting consistent behavior and inclusive communication in all joint activities.

Commitment

Serioplast, in order to create an inclusive working environment that respects gender equality, is committed to:

- Prevent all forms of harassment, discrimination or violence in the workplace by defining clear ways of reporting any events that occur.
- Implement corrective actions based on monitoring results and reports collected through dedicated channels.
- Ensure equal opportunities for access to employment, professional development and training.
- Create and promote equal opportunities for everyone and professional growth, recognizing and valuing skills and merit, regardless of gender.
- Adopt internal mobility policies and succession plans that promote equitable access to managerial and decision-making roles, ensuring transparent, inclusive and gender-neutral selection criteria.
- Communicate in a fair and inclusive manner, using neutral and respectful language, valuing the diversity of genders and identities
- Ensure balanced and inclusive external communication that values diversity, promotes respect and overcomes stereotypes and distorted gender representations.
- Sensitize its employees in scheduling meetings at appropriate time intervals to allow a proper work-life balance, also considering the task performed and any existing time reductions.
- Monitor key performance indicators (KPIs) required by the applicable reference standard and defined within the business context, including pay equity (Gender Pay Gap) and promotion and career development rates,
- Ensure Ongoing Training on inclusive and non-discriminatory culture, developing training paths to ensure gender equality in leadership roles
- Developing work-life balance programs
- Ensure equal gender representation in company events (trade shows, conferences, public speaking, training, etc.).
- Protect the parenting of all its employees by fostering communication and information sharing, ensuring that any training courses not taken during the leave period are completed.

Goal

In the three-year period 2025–2027, Serioplast is committed to:

- Reduce the gender pay gap considering the targets established by the applicable legislation or practices in place.
- Ensure balanced gender representation in public events, trainings, panels and institutional initiatives.
- Review language and images in internal and external communication materials to ensure inclusiveness and equal representation.
- Ensure that at least 90% of staff and management participate in mandatory gender equality training annually.
- Develop a corporate welfare program that includes measures to support parenting, promoting work-life balance for all employees.

