

IRSAP

GENDER EQUALITY MANIFESTO

The **IRSAP** Group, Italian leader and one of the major player in the domestic heating market in Europe, with this manifesto intends to achieve gender equality within the Group. To reach this goal, **IRSAP** intends to pursue the following points:

1. UNITY MAKE A DIFFERENCE.

IRSAP wants to ensure an inclusive work environment that respects diversity, encourages cooperation between its employees and **promotes a cultural change** to overcome gender stereotypes. IRSAP wants to demonstrate its commitment by creating more opportunities for **dialogue** between employees and their superiors, emphasising the importance of effective, non-violent, and non-discriminatory **communication**.

2. THE FUTURE IS PINKER.

IRSAP prioritises gender equality and aims to provide **equal work opportunities** to all its employees. IRSAP wants to promote the development of talents of both genders in all departments and wants to **ensure equal pay for equal work**.

3. WE REALLY WANT TO BELIEVE!

IRSAP is firmly committed to creating a fair and inclusive working environment for all employees. IRSAP wants to be a reality where **parenthood is a recognised value**, supported by an adequate reconciliation of work and family life.

IRSAP firmly believes that the implementation of the points set out in this Manifesto is fundamental to the development of the Group. To this end, IRSAP is committed to implementing projects and activities that contribute to the goal of gender equality, while being aware of external constraints.

4. WHERE THERE'S A WILL THERE'S A WAY.

IRSAP wants to promote personalised development paths of talents to enhance the talents and skills of each individual, with particular attention to the **professional growth of women**. IRSAP is committed to ensuring the representation of women in key positions and the **participation** of all employees, regardless of gender, in **decision-making**.

5. IT IS NOT A GENDER ISSUE.

IRSAP wants to overcome the traditional division of roles in the company by encouraging awareness-raising and **training** for all employees, **guaranteeing equal accessibility** for its workers.

6. ZERO TOLERANCE!

IRSAP will not tolerate **any behaviour that violates the dignity of any person** within the company. IRSAP asks its employees to comply with the principles established in its governance and expressed in the Code of Ethics and the Rules of Conduct adopted by the company.

