



Fincons Group Policy

GENDER EQUALITY POLICY

01 // Our Commitment

Sustainable development is an integral part of Fincons' history. It is expressed as a commitment to respecting workers' rights through an integrated human resources management approach, in line with the principles of the Code of Ethics, which serves as a foundational pillar of corporate activities.

Acting in accordance with the guidelines of UNI PDR 125 means strengthening the principles of social responsibility that have always guided the organization's operations, fostering value creation for all stakeholders, including clients, employees, partners, and the community. Based on these premises, Fincons has drafted this policy to ensure gender equality in terms of both presence and professional growth within the organization.

In this regard, the company aims to enhance diversity in organizational roles and maintain processes that support women's empowerment in business activities.

Fincons, in its effort to achieve and sustain this goal, focuses on the following key areas:

- Culture and Strategy
- Governance
- HR Processes
- Growth Opportunities
- Pay Equity
- Parenting

Fincons believes that developing a cultural model that promotes gender equality not only generates "social value" appreciated within the European institutional economic framework but also represents a growth factor for its business.

02 // Results Based on Stakeholder Satisfaction

For this reason, Fincons is committed to ensuring gender equality through concrete actions that, in addition to complying with the established requirements and indicators in the specified areas, are genuinely valued by the women within the organization, as they are the true stakeholders.

Fincons has decided to place particular emphasis on the following aspects:

- Recruitment and Hiring
- Career Management
- Salary Equity
- Parenting and Care Responsibilities
- Work-Life Balance
- Prevention of Abuse and Harassment

For each of these areas, Fincons has established more specific policies, which are outlined below. Each policy is associated with measurable and specific gender equality objectives.

03 // Specific Policies for Gender Equality

RECRUITMENT AND HIRING

In its recruitment and hiring processes, Fincons adheres to the following principles with a commitment to continuous improvement:

- Candidate selection must be conducted in a gender-neutral manner.
- Selection criteria must focus on personal qualities such as professionalism, competence, specialization, and experience.
- The selection process must not include questions regarding marriage, pregnancy, or family responsibilities.
- The job position offered at the time of hiring must have a salary based on duties and responsibilities, not influenced by gender.

CAREER MANAGEMENT

Fincons recognizes that its economic success is also dependent on its workforce. All career development opportunities are based solely on results and merit, regardless of gender. The company manages career paths according to the following principles:

- Career planning and presentation must be gender-neutral.
- Career advancement opportunities are accessible to all employees.
- The workplace, where employees spend most of their day, must provide an environment (both technologically and physically) that enables everyone to express themselves and ensures well-being, security, and comfort.
- Training programs aimed at skill development and awareness are fundamental to eliminating career barriers and restoring leadership balance between genders.

PAY EQUITY

During both hiring and throughout employees' careers, Fincons is committed to ensuring salary equity regardless of gender, adhering to these principles:

- Compensation is based on role and responsibilities, and any additional benefits or performance-based bonuses must be awarded exclusively based on measurable results.
- All employees have the right to report any perceived wage disparities.

PARENTING AND CARE RESPONSIBILITIES

Fincons aims to eliminate any obstacles to parenting, supporting both maternity and paternity through initiatives that help employees balance work responsibilities with new family needs. This commitment is guided by the following principles:

- Maternity and paternity are supported through training, information programs, and reintegration assistance.
- Maternity leave is supported before, during, and after childbirth.
- Paternity leave should be actively promoted to ensure that all eligible employees take full advantage of their legally granted leave.

WORK-LIFE BALANCE

Fincons is committed to providing its employees with the opportunity to balance their personal and professional lives while considering both business objectives and employees' physical and mental well-being. The key principles guiding work-life balance are:

- Work-life balance measures apply to all employees, regardless of gender.
- The company offers part-time work options, flexible schedules, and remote work arrangements.

PREVENTION OF ABUSE AND HARASSMENT

Fincons strongly condemns all forms of abuse and harassment and adopts a zero-tolerance approach by implementing concrete preventive and enforcement measures based on the following principles:

- Risks related to abuse and harassment must be identified.
- Preventive actions must be planned and implemented.
- Employees must have the opportunity to report suspicions or incidents of abuse and harassment, with complete protection from retaliation.
- The organization must thoroughly investigate and address any reported cases of abuse or harassment.
- Communication within the company must be respectful and gender-neutral.

04 // Conclusion

Fincons is committed to establishing a management system that ensures the active and continuous implementation of these principles. This includes the formation of a Guidance Committee to oversee compliance and ensure the application of these principles across its entire supply chain.

The company also aims to continuously improve its gender equality performance and the management tools implemented to support it. To achieve this, Fincons is committed to conducting regular assessments, analyses, and monitoring of social risks, maintaining a transparent and collaborative approach with all stakeholders.

By implementing this policy, Fincons believes it can contribute to generating a positive impact on its employees and all relevant stakeholders.

This Gender Equality Policy applies to all Fincons employees and serves as a reference model for relationships with suppliers and other stakeholders.



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