

 	<p style="text-align: center;">POLITICS Gender Equality</p>	<p style="text-align: right;">Attachement 10 Manual SGPDG Rev.0 dd. 04-09-25</p>
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RODITOR & PHILADELPHIA SRL is committed to supporting the values of diversity, inclusion, and gender equality through the adoption of corporate, organizational, and management mechanisms that respect the rights, freedom, and dignity of individuals. Specifically, our company has adopted a UNI/PdR 125 management system. The company operates in accordance with UNI/PdR 125:2022 through an impartial approach and does not tolerate any form of direct or indirect, multiple, or interconnected discrimination based on gender, age, sexual orientation and identity, disability, health, ethnic origin, nationality, political opinions, social category, or religious belief. It also promotes the conditions that enable the removal of cultural, organizational, and material obstacles that limit individuals' full expression and development within the organization.

RODITOR & PHILADELPHIA SRL preserves the value of its employees and promotes the protection of their physical, mental, moral, and cultural integrity through working conditions that respect individual dignity and standards of conduct.

The policy aims to develop a clear approach in terms of mission, strategies, and active practices to foster a collaborative and supportive work environment, open to the contributions of all employees, and to increase the trust of individuals, customers, and civil society in general.

The goal is to foster diversity in all its dimensions to maximize the opportunities it offers and generate value within the workplace, thereby achieving a competitive advantage for the business.

This policy reaffirms the company's commitment to respecting and actively disseminating the principles established by current legislation, contractual provisions, and standards issued by leading international organizations:

- 2030 Agenda for Sustainable Development and the related Sustainable Development Goals (SDGs);
- United Nations Global Compact and Women's Empowerment Principles,
- Universal Declaration of Human Rights,
- United Nations Conventions on Women's Rights, the Elimination of All Forms of Racial Discrimination, the Rights of Children, and the Rights of Persons with Disabilities;
- Declaration on Fundamental Principles and Rights at Work and the eight fundamental Conventions of the International Labour Organization (ILO);
- ILO Convention on Violence and Harassment of June 2019.

RODITOR & PHILADELPHIA SRL's commitment to preserving the value of its people, ensuring that everyone feels included and can give their best, truly feeling like an integral part of the company, is embodied in a human resources development and management strategy that fosters an inclusive culture that values each individual's uniqueness and provides equal access to professional growth opportunities, regardless of their role within the organization.

Specific operational procedures have been established for personnel and career management, addressing these areas with a focus on gender equality.

In terms of communications (marketing and advertising), **RODITOR & PHILADELPHIA SRL** transparently declares its commitment to pursuing gender equality, enhancing diversity, and supporting female empowerment.

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RODITOR & PHILADELPHIA SRL implements a policy aimed at promoting gender equality not only internally, but above all by prioritizing relationships and business relationships with companies equally committed to diversity, inclusion, and gender equality.

Top Management has identified a competent resource for managing the management system in the person of the RSGPDG.

Furthermore, to create an active presence on the topic of gender equality, a GENDER EQUALITY Committee composed of the Director, HR, and the RSGPDG has been established.

Each year, information on the strategic Gender Equality plan, along with specific KPIs, is transparently published on our website to explain how our company is progressing towards its established gender equality objectives.

This policy is available for consultation on our website.

The Management

RODITOR & PHILADELPHIA
S.R.L.



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Date: 04.09.2025