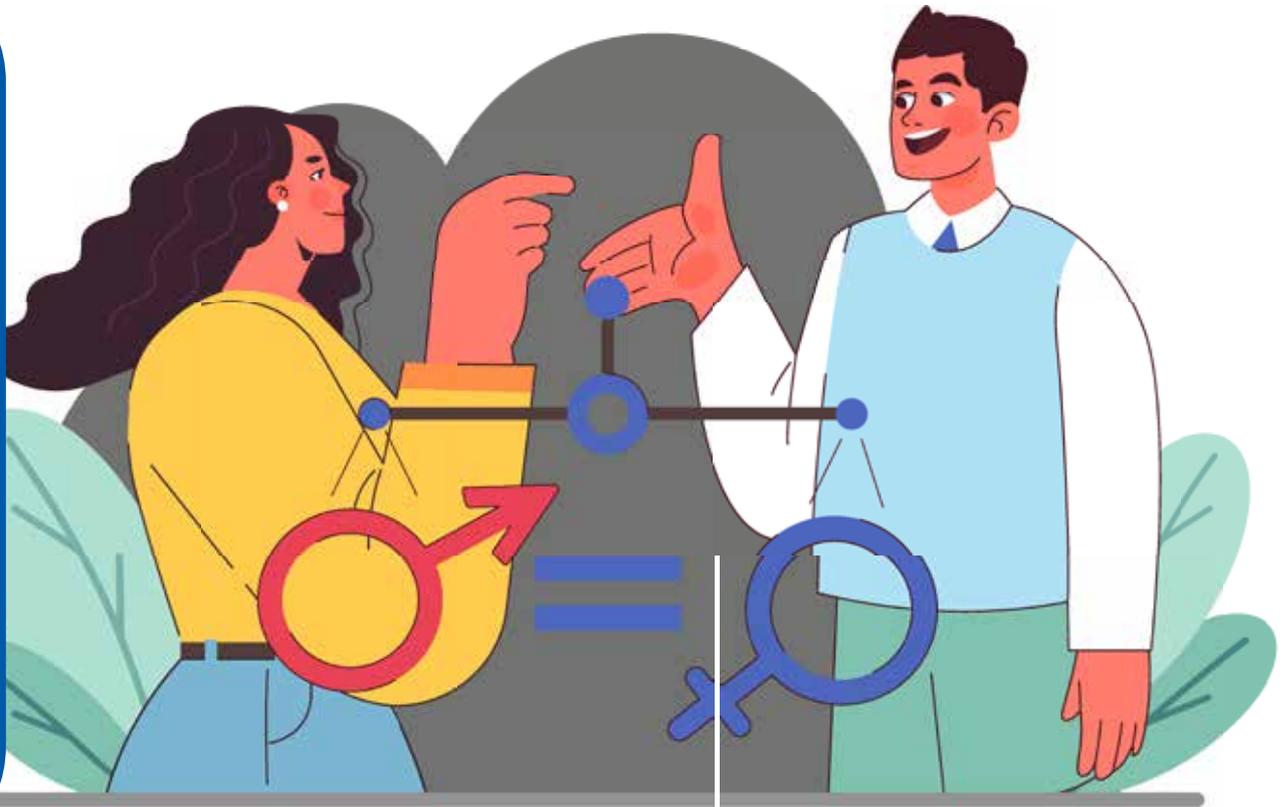


GENDER EQUITY POLICY



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1. PURPOSE

The purpose of this document is to promote the principles adopted by Valpharma Group through the introduction of the Gender Equality Management System (SGPG), in compliance with UNI/PdR 125:2022, with the goal of ensuring gender equality and supporting women's professional growth by fostering an inclusive culture and processes that empower women.

2. FIELD OF APPLICATION

Valpharma Group

3. DESCRIPTION

Achieving certification for Valpharma International SpA represents the initial step in implementing gender equality policies, aimed at improving and promoting gender equality. This certification is designed to guide and encourage the organization to adopt suitable policies to reduce gender disparities, with benefits for employee well-being and positive reputational and ethical impacts. The SGPG will be extended to all group organizations, following the same procedures, reference standards, context evaluations, and KPIs.

3.1 INSPIRING PRINCIPLES

Valpharma Group, comprising two pharmaceutical CDMO companies (Valpharma International and Valpharma San Marino) specializing in modified-release oral solid products, and a nutraceutical company, Erba Vita, adopts a Code of Ethics that outlines the behaviors and socio-educational impacts it enacts and expects of its personnel.

The core principles underpinning Valpharma Group's Gender Equality Policy are:

- IMPARTIALITY AND INCLUSIVENESS
- FAIRNESS AND TRANSPARENCY
- PERSONNEL ENHANCEMENT
- RESPECT AND DIGNITY
- ZERO TOLERANCE FOR VIOLENCE AND DISCRIMINATION
- SHARING
- RESPONSIBILITY
- COURAGE

Valpharma International's commitment to fulfilling the requirements outlined in UNI/PdR 125:2022 is aligned with the European Union's 2020-2025 Gender Equality Strategy, focusing on the following objectives:

- increasing women's participation in work activities;
- reducing the gender pay and pension gap, also to combat female poverty;
- promoting gender equality in decision-making processes;
- combating stereotypes, gender-based violence, and protecting and supporting victims.

3.2 MANAGEMENT COMMITMENT

At Valpharma Group, we are committed to gaining and maintaining the trust of our personnel, customers, suppliers, partners, local communities, and public and private entities. Our ethical and conduct code aids us in building this trust: we act honestly, transparently, and commit to the highest ethical standards every day. We strive to create a workplace to be proud of, valuing diversity and inclusion, and treating all people with ethics and dignity.

Valpharma Group is dedicated to implementing a management system that promotes gender equality, values diversity, and supports female empowerment through:

- Opportunities for career growth and pay equality;
- Policies for parental management and work-life balance;
- Corporate process management policies.

To achieve the stated principles and objectives, Valpharma Group's Management deems it crucial to continue adopting the SGPG to develop an organizational model that promotes gender equality and fosters equity and inclusiveness.

Valpharma Group is committed to:

- implementing tools to prevent all forms of gender discrimination and counter any acts that compromise personnel dignity, regardless of role or responsibility level;
- valuing diversity across all corporate processes, from recruitment and HR selection to training access, pay policies, performance evaluations, reward systems, supplier selection, and service/product provision;
- supporting the family welfare of its personnel through flexible work arrangements (smart working, part-time, flexible hours) that support work-life balance;
- encouraging awareness, information, and engagement actions on equal opportunity and female empowerment, avoiding stereotypes and promoting visibility of women's contributions;
- ensuring equal participation in relevant technical and soft skills training and courses;
- promoting transparent communication, including marketing and advertising, reflecting the commitment to gender equality, valuing diversity, and supporting female empowerment.
- avoiding discriminatory events; a code of ethics and behavior has been drafted and distributed to all personnel, including new hires, and is available on the digital notice board and the company website.
- periodically gathering anonymous feedback from all employees through a work environment assessment questionnaire focused on interpersonal relations.
- monitoring potential unwanted behaviors and practices that may impact personnel's mental and physical well-being, including: a widely disseminated code of ethics, an inclusion and gender equality policy, climate surveys, whistleblowing procedures, HR, MC, HSE, RSU-RLS listening channels, Works Council, personnel training on identified risks of violence and harassment and preventive measures, including the rights and responsibilities of workers and other stakeholders related to the policies under article 9, L. 4/2021.
- Valuing diversity and female empowerment by adopting measures that promote effective gender equality in the workplace, including equal opportunities in job access, pay equality, equal career advancement opportunities (including internal mobility like job rotation), equal access to training activities, and full implementation of paternity leave in line with best European practices.
- promoting welfare policies to support those caring for families, with specific attention to services aiding post-maternity reintegration (e.g., smart working, part-time);
- providing services that support balancing work and personal time (e.g., smart working);
- ensuring equal gender representation among company representatives at scientific and technical conferences and panels;
- facilitating continuous improvement in equity and working conditions by applying and respecting all relevant national and international laws, collective agreements, organizational commitments, and international standards.
- extending social sustainability commitments beyond company operations, actively engaging stakeholders, promoting equality and inclusion principles, and managing social impacts ethically and responsibly.

3.3 GENDER EQUALITY POLICIES

These are specific gender equality policies that provide input for formulating the Strategic Gender Equality Plan and identifying, developing, and implementing procedures specifically dedicated to gender equality based on the organizational context. Gender equality policies, developed in relation to European policy, relate to the Strategic Plan's themes:

- Recruitment and hiring.
- Career management.
- Salary equity.
- Parenting, caregiving.
- Work-life balance.
- Prevention of all forms of physical, verbal, digital abuse (harassment) in the workplace.

3.4 MONITORING AND IMPLEMENTATION OF THE POLICY

The Gender Equality Policy will be reviewed annually by the Gender Equality Steering Committee to assess any necessary additions or modifications. KPIs and targets will also be re-evaluated.

3.5 DISSEMINATION OF THE POLICY

The gender equality policy is communicated and disseminated to all personnel through specific training and publication on the Intranet and company website.

GENDER EQUITY

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REV 002.



VALPHARMA GROUP

Valpharma S.p.A. | Valpharma International S.p.A. | Erba Vita Group S.p.A.

Via Ranco 112, 47899 Serravalle (RSM)

tel. (+378) 0549 900936 – mail. valpharma@valpharma.com