

## **POLICY FOR GENDER EQUALITY AND RELATED ISSUES**

S.E.A. Società Esercizi Alberghieri S.p.A., operating in the hotel hospitality sector, is committed to preserving impartiality and inclusivity, fairness and transparency, respect and appreciation of its personnel, safeguarding individuals, and combating all forms of violence and discrimination to reduce the gender gap. This effort aims to improve staff well-being, ethical impacts, and positively enhance the company's image in the market by seriously protecting the rights and freedoms of its employees.

The Gender Equality Management System (SGPG), compliant with UNI/PdR 125:2022 practices, is the tool that ensures the presence and professional growth of women, promoting an inclusive culture and processes that develop female empowerment and equal opportunities. S.E.A. S.p.A. has developed a human resource development and management strategy based on meritocracy and equality, valuing the uniqueness of individuals and providing equal opportunities for professional growth, including training pathways, regardless of gender and role within the organization.

S.E.A. S.p.A.'s commitment to ensuring that the SGPG meets the specific requirements of the standard aligns with the European Union's Gender Equality Strategy 2020-2025. The objectives pursued include increasing women's participation in the labor market; reducing the gender pay and pension gap; protecting parenting and work-life balance; promoting gender equality in decision-making processes; combating stereotypes, gender-based violence, and supporting and protecting victims of such abuse.

The requirements for implementing gender equality policies align with the organization's goals and operational procedures. The SGPG encompasses behavioral rules, processes, infrastructure, and a chain of responsibilities aimed at gender protection. S.E.A. S.p.A. also ensures that its marketing and communication activities, as well as public events, are conducted professionally and engagingly, paying utmost attention to avoiding gender stereotypes and promoting women's contributions to the workforce.

To achieve the principles and objectives stated, the company considers the adoption and continuous improvement of the SGPG essential. Control indicators for each of the main thematic areas are described in the system documentation and supported by specific policies and procedures.

The definition of roles and responsibilities forms the context in which the SGPG has been implemented and is dynamically updated, considering the continuous evolution of the surrounding context. Other fundamental elements of this policy include procedures related to the Strategic Plan themes with specific KPIs, explaining how the organization progresses toward its gender equality objectives.

S.E.A. S.p.A. encourages its staff and stakeholders to adopt behaviors in line with this Policy and the Management System implementing it. To this end, the company, aware of the importance of shaping its internal culture, adopts appropriate measures to inform all personnel, promoting behaviors and language that ensure an inclusive and equitable environment, removing stereotypes, discrimination, and all forms of physical and verbal abuse.

Management has designated a competent resource for SGPG management in the role of RSGPG. Additionally, to actively address gender equality, specific communication channels (whistleblowing) have been established to report situations not in line with the company's stated principles to the Gender Equality Steering Committee.

This policy, within the broader framework of the organization's programmatic guidelines, is periodically reviewed to consider any changes. The Gender Equality Steering Committee collaborates on defining and periodically reviewing gender equality objectives.

Sorrento, September 3, 2024

The Steering Committee

Gian Mario Russo, Management Representative

Emilia Mascolo, Personnel Manager

Immacolata Vespoli, SGPG Manager