GENDER EQUALITY POLICY

Elevate S.r.l. adopts this Gender Equality Policy with the primary objective of reaffirming and sharing its concrete commitment to fostering a fair, inclusive workplace that values and respects diversity. Through this document, the company aims to consolidate an organizational culture rooted in equal opportunities, meritocracy, and employee well-being, recognizing that these core principles represent a strategic driver for sustainable growth, talent development, and innovation.

Elevate conducts its operations in strict compliance with current laws and statutory regulations, implementing operational tools and best practices designed to guarantee gender equality and promote positive cultural evolution within the company and, consequently, throughout society. The company focuses its actions on key priority goals:

- Fully respecting the principles of equality, fairness, and non-discrimination set out in the Italian Constitution and national legislation;
- Implementing active policies and targeted measures to foster female employment and participation;
- Removing systemic and practical barriers preventing genuine equality between women and men in the workplace;

Specifically focusing on:

- Equal opportunities and non-discriminatory access to employment;
- Equal pay, income parity, and transparent remuneration systems;
- Fair and equal access to career progression, professional growth, and training opportunities;
- Implementation, promotion, and awareness-raising regarding paternity leave, aligned with European best practices;
- Zero tolerance toward all forms of harassment, discrimination, or disrespectful behavior;
- Promotion of corporate welfare policies designed to support caregiving and family responsibilities;
- Ensuring continuous and comprehensive training and communication for all staff regarding diversity, inclusivity, and equal opportunities;
- Promoting a culture of gender equality externally by engaging stakeholders, clients, and partners;
- Integrating equal opportunity and non-bias criteria across recruitment, selection, and performance evaluation workflows.

Elevate S.r.l. is actively committed to maintaining gender-equitable standards across the entire employment cycle—including recruiting and onboarding, performance and career management, fair compensation, parenting and caregiving support, work-life balance, and harassment prevention—fostering an open, dignified, and collaborative working environment.

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