

Integrated Policy for Quality, Environment, and Gender Equality

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> Our primary objective

The primary objective of Video Progetti is to achieve balanced growth of the company's turnover, pursued by working in a positive, motivated, and inclusive corporate environment. All of this is carried out in compliance with current legislation and with every other subscribed requirement in matters of quality, environment, climate change, and gender equality.

In order to contain the impacts generated by its activities and to prevent any form of accidental pollution and discrimination, the company has decided to adopt an HLS process approach based on risk assessment. This makes it possible to monitor, through a system of objectives and indicators, corporate performance and to define opportunities for continuous improvement, also integrating actions aimed at mitigation and adaptation to climate change.

We are convinced that professional success must pass through the satisfaction of all the parties involved. We believe we can succeed in our intent by continuing to maintain a strong responsiveness to market demands and in respect of equal opportunities, inclusiveness, and the surrounding environment, with particular attention to reducing climate impacts.

In light of what has been described above, we consider the following to be the cornerstones of our activity:

- working safely with satisfied and motivated personnel through the recognition of the person's contribution and of their work.
- proceeding with the enhancement of the diversity present in the roles operating within the organization and maintaining processes capable of developing female empowerment in business activities.
- integrating measures of mitigation and adaptation to climate change into company strategies, with particular attention to energy efficiency, the responsible use of resources, and the reduction of greenhouse gas emissions;
- respecting the surrounding environment, always keeping environmental and climate issues under control in light of internal and business changes.
- compliance with all binding regulations.
- continuous control of all company processes and of the surrounding context.
- building relationships with suppliers based on full collaboration, in respect of mutual commitments.

Essential tools in environmental management, and a prerequisite for maintaining a positive and respectful relationship with the surrounding community and with the authorities:

- Identification, evaluation, and control of the environmental and climate impacts of ongoing activities;
- Prior evaluation of the environmental and climate impacts of future activities in order to implement “conscious” choices toward technological solutions that allow minimization and progressive reduction of impacts, in line with the objectives of sustainability and ecological transition;
- Involvement of suppliers in order to reduce indirect impacts also through the adoption of sustainable practices along the supply chain;
- Full involvement and commitment of personnel at every level, with information and training plans and activities with information and training plans and activities on environmental and climate topics;
- Implementation of behaviors of absolute transparency
- Commitment to cooperation with the competent control and supervisory bodies
- Commitment to implementing procedures suitable for the detection and treatment of conditions of non-conformity
- definition of means and responsibilities commensurate with the risks for the implementation of corrective and preventive actions in the event of non-observance of the Policy, of the objectives, or of the applicable legislation in matters of environment and climate change.

The company undertakes to periodically review this policy to ensure its effectiveness and adequacy with respect to regulatory developments and the constantly evolving climate scenarios.

To ensure gender equality, Video Progetti intends to put in place concrete actions that are genuinely and concretely appreciated by the women present in the organization. Video Progetti, with the intention of paying attention to such satisfaction at any time and in any circumstance of the working life of women in the company, has chosen to look at this “life cycle” through the following aspects:

- Selection and hiring (recruitment)
- Career management
- Pay equity
- Parenthood, care
- Work-life balance
- Prevention of abuse and harassment

For each of these, Video Progetti has established more specific policies which are reported below. To each policy, which expresses the principles to which Video Progetti is inspired, are associated specific and measurable equality objectives indicated in the strategic plan.

Video Progetti, in relation to the analysis of its business processes, has understood and established the principles to be respected and which constitute the guiding criteria of the processes aimed at addressing the existing gaps with reference to the indicators established by the UNI PdR 125:2022 practice and the needs of the women present in the company, seen as the main parties interested in the concrete results of the system.

Selection and hiring (recruitment)

Video Progetti, in the activities of selection and hiring of personnel to be employed in business activities, respects, with a view to improvement, the following principles:

- The selection of the candidate must be exercised in a gender-neutral manner
- The selection criteria must take into consideration the requirements relating to personal qualities such as professionalism, competence, specialization, experience
- The selection must not include questions relating to marriage, pregnancy, and family responsibilities
- The selection must consider that the presence of women and men in the workforce must be balanced with respect to the total number of people present
- The roles referring to executives, business unit managers, reports to top management, and with budget delegation must be distributed in a balanced manner
- The job position, envisaged at the hiring stage, must provide for remuneration related to duties and responsibilities and not influenced by gender
- The selection must consider that the percentages of women and men whose contract provides for variable remuneration are balanced

Video Progetti is aware that the economic results achieved also depend on the human resources who work there, and all career development opportunities intend to refer solely to the results and merit of the person regardless of gender. With a view to improvement, the careers of internal personnel are managed by respecting the following principles:

Career management

- The assignment of roles and duties must consider a balance of gender leadership
- The design of career paths and their presentation must be addressed regardless of gender
- The career paths of personnel are accessible to all people who can ascertain, in a transparent manner, the maintenance of balances relating to gender equality
- The working environment in which most of the day is spent must ensure the possibility (technological and physical) for all people to express themselves and well-being understood as safety and comfort
- Training for the development of skills and awareness represents a fundamental process intended to remove any career difficulties and to restore possible balances of leadership in gender
- The phases of separation of personnel from the organization in case of dismissal are strictly examined by verifying turnover based on gender
- Promotions always take into account the balance of gender with reference to functional level

Pay equity

At the hiring stage and throughout the personnel's career, it is intended to ensure pay equity regardless of gender. Video Progetti does not asymmetrically consider the costs to be borne to remunerate people of different genders. In providing for the determination, the payment, and the modifications of remuneration, the following principles are respected:

- People's remuneration is recognized in relation to role and responsibilities and any additions by way of benefits and bonuses to such remuneration are understood to be exclusively based on results produced and recognized
- Remuneration, the payment of bonuses, the assignment of benefits does not consider the employee's gender
- Anyone on staff is recognized the right to report any disparities.

Parenthood, care

Video Progetti intends not to constitute any obstacle to parenthood, supporting maternity and paternity through activities intended to meet the needs of those who, by virtue of their status connected to parenthood, must balance their commitment between work and newly arisen needs. Video Progetti supports this intention in light of the following principles:

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- Maternity is assisted before, during, and after birth
 - Paternity leave must be promoted so that all potential beneficiaries make use of it for the entire period provided by law
 - Returns from leave are supported by specific re-orientation initiatives
 - Video Progetti takes an active role in supporting, with concrete initiatives, caregiving activities (taking care of the newborn)
 - Support for fathers and mothers is expanded through the offer of services dedicated to children, such as vouchers for sports activities

Work-life balance

Video Progetti intends to be able to provide its personnel with the possibility of managing the time to be dedicated to life and to work through a balance of equilibria that takes into account both the company's business objectives and the worker's psychophysical well-being deriving from greater freedom of self-determination. The principles underlying the reconciliation of life-work times are the following:

- Work life balance measures are addressed to all personnel regardless of gender
- Video Progetti adopts part time and flexible hours
- Video Progetti allows telematic connection with all personnel who work externally (regardless of the contract) for work operations and participation in meetings

Prevention of abuse and harassment

Our organization repudiates any form of abuse and harassment and for this purpose exercises a prevention and repression activity of the phenomenon with zero tolerance. Video Progetti carries out its prevention through concrete actions whose principles provide:

- That the risks related to abuse and harassment are identified
- That the organization plans, in relation to such risk, preventive actions
- The possibility of reporting suspicions and/or facts concerning abuse and harassment
- The absolute protection, by the organization, of reporting persons from any subsequent retaliation
- That the organization analyzes and understands any episodes of abuse and harassment
- The development of courteous and gender-neutral communication

The integrated management system represents the tool through which to achieve, as well as monitor, the achievement of the objectives periodically established for the implementation of this policy. This activity will

be documented and materialized by Management in the annual review within documents called “Improvement Programs” and “Risk Assessment,” containing the planning of activities and responsibilities, the budgets put in place for the achievement of the same objectives, as well as the forecast of subsequent monitoring activities.