



GENDER EQUALITY PLAN

Fondazione Mondo Digitale strongly supports the values of inclusiveness, gender equality, non-discrimination and integration in its operational and social contexts.

Fondazione Mondo Digitale recognises that today, more than ever, it is crucial to enhance women's empowerment. Women, at a time when we need to rethink our future in terms of sustainability, bring essential resources capable of shaping a truly inclusive environment, outlining and actualising an integrated, fair and just profile capable of harmonising environment, economy and society. More employment for women means releasing unexpressed energies, ensuring the quality of a full contribution, by both women and men, to the well-being and growth of our society and our third sector entity.

To this end, **Fondazione Mondo Digitale** ensures that the management of each phase of a resource's life cycle within the organisation - from selection, *onboarding*, access to training and growth paths, including remuneration - is based on the principles of equal opportunities, inclusion and meritocracy. Appropriate reporting and monitoring systems have also been implemented to identify and eliminate any potential misalignment.

Fondazione Mondo Digitale has decided to implement a company *policy* aimed at reducing the gender gap in all the areas considered most critical: career opportunities, salary equality, gender diversity management and maternity protection. It is universally accepted that organisations with an inclusive approach at all levels tend to generate more value by taking a long-term perspective, demonstrating a lower appetite for risk and a greater focus on sustainability and innovation.

Obtaining the Gender *Equality* certification (Reference Practice UNI/PdR 125:2022) is for the **Fondazione Mondo Digitale** a step towards reducing the gender gap in its enterprise and an opportunity to become a promoter of significant change, needed both in the educational system and in the third sector.

The management model adopted is aimed at ensuring the maintenance of defined and implemented requirements over time, measuring the progress of results through the provision of specific *KPIs (Key Performance Indicators)* on 6 dimensions:

- culture and strategy;
- governance;
- HR processes;
- gender-neutral opportunities for growth in the company;
- gender pay equity;
- parental protection and work-life balance.

Fondazione Mondo Digitale has decided to adopt this policy for gender equality, oriented towards reducing the gender gap, in all areas considered most critical: opportunities for professional growth in the company, equal pay, policies of



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management of gender differences, maternity/paternity protection and geared towards measuring, reporting and evaluating diversity data with the aim of closing any gaps, including a targeted annual budget.

This Gender Equality Policy applies to all internal staff and external staff who work with the organisation on an ongoing basis.

To this end, **Fondazione Mondo Digitale** undertakes to

- apply human resources management and development practices that promote an inclusive culture of access to company jobs and career development, ensuring equal opportunities for all staff;
- respect and emphasise the culture of diversity and inclusiveness, pursue the creation of the best possible conditions for attracting, developing and retaining talented people, and has therefore set the objective of defining corporate incentive tools, which include initiatives to improve people's well-being, both in the workplace and in the reconciliation of professional and private life;
- communicate transparently, internally and externally, the will to pursue gender equality and value diversity;
- Ensuring gender pay equity, facilitating women's participation and retention in employment, through support for care responsibilities, valuing skills, ensuring fair remuneration for jobs and occupations with equivalent socio-economic value;
- Ensuring equal opportunities in the development of skills and the application of individual talents, guaranteeing fair and equal participation in training and development, with both genders participating;
- create an inclusive, collaborative, supportive, transparent and open working environment for all staff;
- prevent all forms of gender-based abuse and harassment through the identification of possible risks and the implementation of actions to mitigate them, the reporting of suspicions or facts concerning abuse, the protection of confidentiality and possible retaliation against the reporter, the initiation of appropriate investigations and the full resolution of any findings with a view to repression and zero tolerance of the phenomena.

Fondazione Mondo Digitale prepares and disseminates to stakeholders this Policy on its commitment to gender equality and diversity and inclusion, ensuring consistency between the principles of the Policy and the objectives established and implemented through the strategic plan.

This gender policy complements the Quality Policy adopted by the Fondazione Mondo Digitale.

Staff and external collaborators who work with the organisation on an ongoing basis are required to comply with the provisions of the Gender Equality Management System for their activities and to apply the principles contained in this Policy on a daily basis.



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The suitability of this Policy is reviewed annually during the review activities of the Gender Equality Management System.

The Gender Equality Steering Committee is responsible for the implementation of this Policy.

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General Director

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