

A photograph of two women in an office setting. One woman with blonde hair and glasses is standing and leaning over a desk, smiling. The other woman with long brown hair and glasses is sitting at the desk, looking at a document. The desk is cluttered with papers and a printer. A green plant is visible in the background.

CORPORATE GENDER EQUALITY POLICY

2024

Three stylized bird silhouettes in light green and orange are positioned in the bottom right corner of the page, overlapping the white background.

Corporate gender equality policy

While the **L.C.M. Group** has always sought to avoid bias and stereotypes when assessing people's skills and capabilities, last year, with the implementation of a Gender Equality Management System, it took the first steps along a systematic and robust pathway towards an inclusive, non-discriminatory culture that values everyone in the organisation equally, promotes personal and organisational well-being, and encourages individual self-fulfilment.

In coordination with the Steering Committee set up for this purpose, the Management Team of the **L.C.M. Group** has identified the resources and procedures for the implementation, application and maintenance of the Management System set up for its business activities, namely: *Marketing and distribution of raw and intermediate materials for the cosmetics, veterinary, food supplements, fine chemicals, and animal feed industries. Marketing and distribution of excipients and active ingredients, together with registration dossiers, for the pharmaceutical industry. Customer support services: selection and qualification of raw materials suppliers, oversight of product validation processes. Marketing and distribution of raw materials for the detergent, paper, plastic, rubber, ink, textile, lubricant, paint, water purification, glass and ceramics, and fertilizer industries. Marketing and distribution of raw materials for the food industries. Marketing of ingredients for specialised feeds developed from chemical processes. Marketing of in vitro diagnostic (IVD) medical devices and instruments for laboratories and personal protective equipment (PPE).*

Responsibility for the seamless roll-out and implementation of the Gender Equality Management System is assigned to the Management Team in collaboration with the Manager of the Gender Equality Management System.

To achieve this objective, the top management team of the **L.C.M. Group** has formulated a **CORPORATE GENDER EQUALITY POLICY** with the following goals:

- respect for the corporate culture, values and business strategy;
- corporate governance that ensures correct organisational management and the presence of the less represented gender in decision-making bodies;
- HR processes geared at every level to career development based on principles of inclusion and respect for diversity;
- opportunities for growth and inclusion of women in the organisation;
- equal pay for equal work;
- guaranteed parental leave and work-life balance.

The starting point for the gender equality policy is the gradual but systematic reduction of pay gaps and career differences that may have occurred during the Group's long history, accompanied by diversity-oriented recruitment policies and programmes that create value and give fresh impetus in every sector and department of the organisation.

As an organisation that has always paid close attention to market trends and business requirements, the **L.C.M. Group** follows a policy designed not only to foster gender equality in its own workplace but also to give preference to businesses and companies with a similar commitment to inclusion and gender equality.

To achieve these goals, L.C.M.:

- is committed to family welfare and support for the families of its employees in financial terms and with flexitime and smart working;
- sponsors sports activities and events to foster gender equality and inclusion;
- encourages all employees to take part in training sessions, webinars and debates, irrespective of their role and grade;
- promotes active gender equality and inclusion policies through posts and publications on its website and social media.

The **L.C.M. Group** has appointed a steering committee, which has proactive, advisory and oversight responsibilities

The committee's proactive tasks focus on:

- drawing up plans for positive measures and projects to promote substantial gender equality in the workplace;
- organising positive measures to prevent or eliminate situations of discrimination, sexual or moral harassment and mobbing;
- promoting and/or strengthening initiatives in favour of work-life balance policies and other measures to foster an equal opportunities culture;
- initiatives for the implementation of EU directives on equal dignity in the workplace and positive actions to foster this;
- gender analysis and planning to take account of the needs of women and the needs of men;
- building knowledge and awareness and distributing information, documents, and technical and statistical material on problems relating to equal opportunities and possible solutions;
- action to promote well-being in the workplace;
- drafting a report on workforce conditions;
- questions within its area of competence relating to supplementary bargaining.

In its advisory role, the committee provides opinions on:

- re-organisation projects;
- personnel training plans and assessment criteria;
- working hours, flexitime and action to favour the work-life balance;
- supplementary bargaining on issues that fall within its area of competence.

As an oversight body, the committee monitors:

- the results of positive measures, projects and good practices in the area of equal opportunities;
- the outcome of measures to promote organisational well-being and prevent workplace-related stress;
- the outcome of action to combat mobbing in the workplace;
- the absence of all forms of direct and indirect discrimination concerning gender, age, sexual orientation, race, ethnicity, disability, religion or language, in workplace access, treatment and conditions, in professional training, career development and occupational health and safety.

The goals of the steering committee are to:

- ensure gender equality and equal opportunities by safeguarding all workers against any form of discrimination;
- foster the optimisation of workplace productivity by building a working environment based on respect for equal opportunities;
- use the latest developments in anti-discrimination legislation to rationalise and ensure the efficiency of the corporate organisation.

Sesto San Giovanni (Milan), 14/10/2024
The Management Team



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