

# Gender Equality Policy

# GENDER EQUALITY POLICY

ATI Project is firmly committed to promoting and supporting gender equality in all aspects of our work environment. We believe in a culture of gender equality by promoting and incentivizing company policies that foster equal opportunities throughout the entire career journey of our team members, starting from the recruitment process and continuing through internal management and growth processes.

Our Gender Equality Policy is based on the principles and guidelines established within PDR 125:2022, which outlines best practices to ensure fair representation and opportunities for all our employees and collaborators, regardless of gender.

## Fundamental Principles

- **Non-Discrimination:** ATI Project is committed to providing a workplace free from any form of discrimination, including gender-based discrimination. All employees, regardless of gender, should have equal access to employment opportunities, professional development, and career advancement.
- **Pay Equality:** We ensure that men and women receive fair and competitive compensation for similar or equivalent roles and responsibilities. Every salary decision is based on merit, experience, and skills, without any consideration of gender.
- **Inclusion and Diversity:** We foster an inclusive environment that values diversity in perspectives, experiences, and skills. We respect and celebrate gender differences, recognizing that they contribute to the richness of our company.
- **Work-Life Balance:** We support work-life balance for all employees, regardless of gender. We offer flexible policies and support programs to enable everyone to manage their work and family responsibilities effectively.

## Actions and Goals

- **Women Empowerment:** We are committed to actively promoting gender diversity in our recruitment and selection processes, aiming to attract and hire a significant number of women across all levels and sectors of the company.
- **Training and Professional Development:** We offer balanced training opportunities and professional development for all employees, with particular attention to ensure that women have equal access to growth and career advancement opportunities.
- **Monitoring and Evaluation:** We periodically monitor and evaluate our processes and policies to ensure the effectiveness of our gender equality initiatives.
- **Awareness and Sensitization:** We promote the awareness and sensitization on gender equality issues through internal and external initiatives.

## Management's responsibility

ATI Project's management is committed to actively supporting gender equality policy and to serve as a model of inclusive behaviour.

Management oversees the implementation of this policy, provides necessary resources and promotes a corporate culture that values gender equality in all its forms.

## Review and Update

This gender equality policy is regularly reviewed and updated to reflect best practices and address new challenges.

All employees must respect and adhere to this policy, thereby contributing to create an inclusive and respectful work environment for all.

Acknowledging the above, everyone is expected to commit to meeting the requirements of processes and services to satisfy customers and continually improve the effectiveness of the entire system. This involves assessing our ability to achieve established objectives, measuring deviations from them, as well as evaluating risks and opportunities and establishing necessary corrective and improvement actions.

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Management

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Steering Committee









