

Policy for Gender Equality in the workplace

At SIDRA, we recognize the value of people and their differences through a diversified approach taken to HR management, by which we assure the same possibilities of professional growth for all those present in the company.

We believe that a more balanced, heterogenous leadership pipeline needs to be achieved and to do so, the contributions made by both genders are assessed equally in the organizations-s internal decision-making process. Creating and strengthening the gender equality culture within SIDRA is essential to guarantee excellent performance hinged on talent and long-term sustainability.

This **policy is for all SIDRA employees**, and it will be shared with all the main stakeholders, with the aim of having a greater impact on its network and being a point of reference for other business in the industry. This document supplements DEME's policies on diversity and inclusion (ref. "*DEME-CD-POL-001; DEME-HRD-POL-001; DEME-HRD-POL-009*") and puts forward guidelines to be implemented through HR processes and practices to create a workplace with equal gender opportunities throughout the selection of personnel, management and the whole career cycle.

1. **Non-Discrimination and Equal Opportunity** – SIDRA ensures the same entitlements for work of equal value, rejecting any type of discrimination based on gender, nationality ethnicity, race, social and civil status, religion, or any other characteristic protected by applicable law or unrelated to work requirements. Decisions regarding all aspects of the employment relationship, including, but not limited to, hiring, promotions, training and development, working conditions, compensation and benefits are based on fair and objective criteria and on individual's aptitude, ability and performance, and not on discriminatory topics such as marital status or any sort of medical condition.
2. **Recruiting** – SIDRA undertakes to attract and hire people of different backgrounds and abilities, pursuing gender equality during recruiting by identifying a, where possible, short-list of both male and female candidates. At the same time, with this policy SIDRA wishes to stress the importance of merit: experience, capacity and competence must guide the choice of the best candidates. The selection process is strengthened thanks to the usage of standardised methodologies aimed at guaranteeing **equal opportunities** in all phases. Moreover, during the recruitment phase SIDRA employees will never ask information regarding personal topics (i.e.

marital status, or medical related questions). The DEME group also guarantees that the people involved in the recruitment process, such as the recruiters and line managers, receive suitable training on gender equality and cognitive bias, which can otherwise negatively impact on the selections process.

3. **Supportive working environment** – SIDRA is committed to creating and fostering a safe, respectful and rewarding workplace, where inclusion and fairness are key factors, providing employees with support and encouragement to develop and achieve their full potential, thus giving their best contribution to the organization.
4. **Safe and Harassment-free workplace** – SIDRA is committed to providing a safe physical working space that ensures everyone is able to participate and work to their full potential. The Company also underlines that it will take all possible actions against inappropriate workplace and business behaviour, including harassment, intimidation, threat coercion, offence, and bullying. Moreover, through SIDRA's Guidance Committee (email: segnalazione8000-unipdr125@deme-group.com) and the DEME's Compliance department (email: compliance@deme-group.com) encourages anyone who feels has been subject to discrimination or harassment to raise their concerns and thus ensure appropriate independent procedures of investigation, protecting at the same time, the identity of the persons involved.
5. **Annual performance assessment system (Time-to process)** – The Time-to process encourages a constant dialogue between Managers and Employees, strengthening the commitment by each and everyone in respect of the business objectives and challenges. During the Time-to process, the creation of a Development Plan is also promoted, with no discrimination of gender, fostering constructive dialogue with a view to assuring accountability, thanks to the use of feedback by way of continuous improvement.
6. **Training, professional development and communication** – SIDRA undertakes to offer equal opportunities for development and enhancement, without any discrimination, defining transparent standards that are consistent with the company's talent development processes.
7. **Optimization of potential and career paths** – SIDRA promotes a culture based on merit and respect for people, regardless of gender. In the internal appointment processes and that, therefore, the short-list of candidates to managerial position will be open to all and will represent the best candidates irrespective of their gender, race, nationality, and ethnicity. Furthermore, SIDRA with the **Career Path** process wishes to give its employees the most

transparent and fair understanding of their potential future steps within the company's organization.

8. **Compliance with relevant legislation** – SIDRA is committed to complying with all relevant legislation associated to diversity and inclusion and relevant best practices for the countries in which it operates. It ensures that every hired person receives induction training and is informed of the policies and procedures regarding diversity on the work site.
9. **Continuous improvement** – SIDRA wants to ensure that the effectiveness of this Policy is continuously improved by establishing a system of immediate corrective measures in the case of breaches of Policy, fostering a “lesson-learned approach” and promoting the sharing of experiences among the different entities and units of the Company.

Policy for Parental Leave

SIDRA believes that the well-being of its employees plays a crucial role in achieving business and professional success; for this reason, the company's attention to welfare is constantly aimed at ensuring its employees achieve the right balance between private life and work (work life balance).

In this context, the balance between professional activity and family life for parents is guaranteed through the implementation of the procedure on parental leave calibrated by the company on the basis of **all relevant national regulatory provisions**.

Furthermore, to support parenthood and reduce the gender gap, the company has introduced further and specific return to work measures, to be defined in agreement with the respective reference managers and the HR office, aimed at the gradual professional reintegration of its workers after parental leave, such as:

- **Flexible working hours;**
- The possibility of working from home (**Smart Working**);
- Possibility of having a **Part-time** work schedule;
- Possibility of **voluntary training** during the leave period.

Policy for employee's work-life balance

Work-life balance in the workplace is essential for healthy living and greater workers efficiency in the workplace. SIDRA is committed in fostering a healthy work environment for its employees and in this context the company recognises that every employee has the right to, and should, disconnect from work outside of their normal working hours unless there is an emergency or agreement to do so for example while "on-call". The Right to Disconnect refers to, "*an employee's right to be able to disengage from work and refrain from engaging in work-related electronic communications, such as emails, telephone calls or other messages, outside normal working hours*". Indeed, disconnecting from work is vital for a person's wellbeing as well as sustaining a good work-life balance.

Naturally there may, on occasions, be legitimate situations when it is necessary to contact colleagues/ clients/ customers outside of normal working hours, including but not limited to;

- Where unforeseeable circumstances may arise,
- Where an emergency may arise,
- Where business and operational reasons require contact out of normal working hours.

Although everyone should be mindful of the right to disconnect, it is important that we are also mindful that situations can arise where it is not possible to deal with matters during normal working hours.

Meeting

It is important that virtual and face to face communication is also respected and in this regard all employees should be mindful of the time of those whom they are inviting to attend a meeting, ensuring those invited play an active role and have something to contribute to the matters being discussed.

Handheld Devices

As employee's are provided with handheld devices such as mobile phone, laptop, tablet etc.. It is important to be aware that these are provided to employees to allow flexibility in how such employees complete their work. This does not imply that the employee makes themselves available for work at all times.

Employee Wellbeing

As previously mentioned, the health and wellbeing of our employees is of great importance to us, and we strongly encourage our employees to adapt, if needed, and maintain a good work-life balance. Thus, 14-11-2022 – Rev.1

we encourage all employees, including those who work remotely or work a flexible arrangement, to be proactive, to book in time with family/ friends or engage in an activity after their normal working day in order to allow themselves to switch off and disconnect from work.

In addition, it is important that those undertaking a flexible working arrangement or remote working, disconnect themselves from work and monitor their working hours and remember to take their breaks as this is also important for their own mind and wellbeing.

Smart Working - Flexibility of working hours

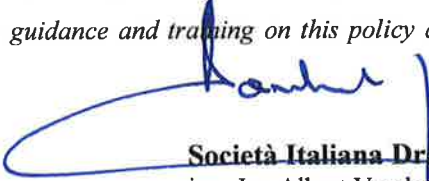
SIDRA recognises the social and business value of smart-working as a model for integrating flexibility and mobility into our ordinary way of working, which can help workers achieve a better work-life balance, in some cases leading to increased productivity and efficiency. Smart working will also enable SIDRA to better address diversity issues by enabling non-integrated groups to achieve better results through a more flexible approach on time and place to do their work.

SIDRA therefore undertakes to grant its employees two days of smart working per week, subject to the approval of their manager, according to the work requirements of each employee. Furthermore, where an attendance meeting is called, the technical and IT conditions are in place to enable all meetings to be organised equally efficiently online so that those working from home can participate without reservations.

SIDRA also ensures that all employees working in smart working mode are treated no less favourably than he or she would be if working in the office. Every employee working in smart working shall be treated in accordance with SIDRA's Policies, without any distinction or discrimination with respect to colleagues working in the company's offices. All employees should feel free to discuss the possibility of smart working with their managers and local HR.

This policy, together with the DEME Group's Code of Ethics and Business Integrity policy, STRIVE-policy and other policies, guidelines and procedures, are a point of reference for everyone working at SIDRA, anywhere in the world. SIDRA commits to provide to its employees guidance and training on this policy and to regularly monitor its application and review its contents.

Roma the 15.11.2022



Società Italiana Dragaggi S.p.A.
ing. Jan Albert Vandebroeck

President