

## **Integrated Policy for Quality, Environment and Gender Equality**



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## > Our primary objective

Balanced growth, pursued and built through the progressive consolidation of results, working step by step in a positive and motivated corporate climate, in compliance with current legislation and any other requirement signed on quality and the environment, in order to contain the impacts originating from its activities, prevent any form of accidental pollution and have a process approach based on risk assessment, with the aim of monitoring, through a system of objectives and indicators, company performance and defining opportunities for continuous improvement.

We are convinced that professional success passes through the satisfaction of all stakeholders, and we believe we can succeed in our intent by continuing to maintain a strong responsiveness to the requests and ideas that come from the market, in any case and always respecting the surrounding environment, a common heritage.

**To this end, we believe:**

### 1. Key “internal” elements:

- Recognize and value the contribution of the person and his work;
- Respect the surrounding environment, always keeping environmental issues under control by virtue of internal and business changes;
- Comply with all mandatory regulations;
- Continuously monitor all business processes and the surrounding context.

### 2. External Pivot

- Build relationships with suppliers of full collaboration, respecting mutual commitments.

The integrated management system adopted by **VIDEO PROGETTI SRL** is the tool through which to achieve and monitor the achievement of the objectives set periodically for the implementation of this policy.

## QUALITY

For **VIDEO PROGETTI SRL**, quality is a fundamental tool to ensure the satisfaction of stakeholders and continuously improve business processes. It is based on the following principles:

- **Customer orientation:** meeting customer needs and expectations;
- **Continuous improvement:** optimize processes, products and services;
- **Management by processes:** define responsibilities, procedures and measurable objectives;
- **Regulatory compliance:** comply with applicable rules and contractual requirements;
- **Staff involvement:** promoting a culture of quality and awareness of everyone's contribution;
- **Transparency and documentation:** ensuring traceability and accessibility of information;
- **Collaboration with suppliers:** sharing quality standards and improvement objectives.

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The commitment of **VIDEO PROGETTI SRL** is to ensure products and services that comply with the expected requirements, continuously improving company performance.

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## ENVIRONMENTAL MANAGEMENT

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

- Identification, assessment and control of the environmental impacts of ongoing activities;
- A priori assessment of the environmental impacts of future activities, to implement informed choices towards technological solutions that minimize and progressively reduce environmental and climate impacts;
- Involvement of suppliers in order to reduce indirect impacts;
- Full involvement of staff at all levels, with information and training activities, promoting a corporate culture based on climate awareness;
- Transparency in business activities;
- Cooperation with control and surveillance bodies;
- Implementation of procedures for the detection and treatment of non-compliance conditions;
- Definition of risk-related means and responsibilities for the implementation of corrective and preventive actions in the event of non-compliance with the applicable environmental policy, objectives or legislation.

The commitment of **VIDEO PROGETTI SRL** is aimed at managing its activities in a responsible and sustainable way, considering the entire impact on the environment and climate change, working to improve performance on energy consumption and greenhouse gas emissions, water consumption and discharge, air pollution and waste management.

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## GENDER EQUALITY

**VIDEO PROGETTI SRL** intends to put in place concrete actions that are of real appreciation by the women present in the organization, looking at the professional "life cycle" through the following aspects:

- **Selection and Hiring**
- **Career management**
- **Pay equity**
- **Parenthood, Care**
- **Work-life balance**
- **Abuse prevention and Harassment**

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For each of them, specific and measurable operating principles and objectives are established in relation to the analysis of business processes, according to the criteria inspiring the processes provided for by the UNI PdR 125:2022 practice.

#### **SELECTION AND HIRING (recruitment)**

- Gender-neutral selection;
- Evaluation based on professionalism, competence, specialization and experience;
- Exclusion of elements related to marriage, pregnancy and family responsibilities;
- Gender balance in the workforce;
- Balanced distribution of managerial roles;
- Remuneration based on tasks and responsibilities, without gender differences;
- Variable remuneration percentages balanced between women and men.

#### **CAREER MANAGEMENT**

- Assignment of gender-balanced roles and career paths;
- Paths accessible to all and transparent;
- Work environment conducive to expression and well-being;
- Training to remove any career difficulties;
- Gender-balanced promotions.

#### **PAY EQUITY**

- Remuneration based on role and responsibility, with any benefits linked to results;
- Transparency and accessible documentation for compensation, awards and benefits;
- Possibility to report any disparities.

#### **PARENTHOOD, CARE**

- Support for maternity and paternity through training, information and reintegration;
- Structured leave and return programs;
- Support for caregiver activities;
- Offer of services dedicated to children, such as vouchers for sports activities.

#### **WORK-LIFE BALANCE**

- Measures aimed at all staff, regardless of gender;
- Part-time, flexible working hours and smart working;
- Telematic connection for external personnel for participation in meetings and work operations.

#### **PREVENTION OF ABUSE AND HARASSMENT**

- Identification of risks and planning of preventive actions;
- Possibility of reporting and protection of whistleblowers;
- Analysis and understanding of any episodes;
- Promotion of kind and gender-neutral communication.

**The Management**