OMNIA TECHNOLOGIES

Diversity, Equity and Inclusion Policy

Purpose	To provide guidance on the behaviours to be adopted in order to guarantee equal opportunities with respect for diversity, with which all people in the Group must comply. A further purpose of this document is to create a corporate culture geared towards recognising diversity and fostering inclusion, also in order to prevent any discriminatory act in the day-to-day practice of the Omnia Technologies Group. This policy also sets out the principles and guidelines through which the Group promotes work–family life balance, support for maternity, paternity and caring responsibilities, and the wellbeing of its people's families.		
Scope	The provisions of this document apply to all people in the Omnia Technologies Group and, as far as applicable, to interested parties (collaborators, suppliers and partners) to whom the policy is communicated		
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Revision	3	**Date:**	05/11/2026
Review	Annual		
Reference number			
Cross-referenced policies	- Organisation, Management and Control Model pursuant to Italian Legislative Decree 231/01 - Code of Ethics - Whistleblowing Policy - Smart working regulations / agreements		
Further information	Inclusion of the organisation's principles and guidelines on work–family life balance. Inclusion in Chapter 9 of quantitative objectives on training and professional growth and on the prevention of discrimination and harassment.		
Authorised for release			

Omnia Technologies
Enabling Evolution

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We are in harmony with our people, whom we regard as our most valuable asset: in this sense, respect, fairness, listening and merit are the codes of our identity.
In our workplaces we promote diversity and gender equality, which we nurture as a management approach and managerial practice, measuring their metrics to ensure concrete results in ESG (Environmental, Social, Governance) terms.

1. OMNIA TECHNOLOGIES' COMMITMENTS

The Omnia Technologies Group is committed to creating an inclusive working environment that values diversity through fairness, and to not tolerating any discriminatory act or behaviour (for example on grounds of ethnic origin, skin colour, gender, sexual orientation, gender identity, disability, age, religion, political opinions, national descent or social background, pregnancy, maternity and paternity, family and caring responsibilities, or any other personal characteristic) towards anyone. Any act of discrimination, harassment or bullying within the workplace or otherwise in the course of the Group's activities will be subject to managerial and disciplinary assessment.

The Group also recognises that being able to balance family life and work is an essential condition of fairness and inclusion: it is therefore committed to supporting its people's life plans, maternity, paternity and family caring responsibilities, promoting organisational wellbeing and the wellbeing of families.

The purpose of this Policy is to define the Organisation's commitment and to provide guidance on the behaviours to be adopted in order to guarantee equal opportunities with respect for diversity, with which all people in the Group must comply. A further purpose of this document is to create a corporate culture geared towards recognising diversity and fostering inclusion, also in order to prevent any discriminatory act in the day-to-day practice of the Omnia Technologies Group.

1.1 Commitment to equal opportunities

Omnia Technologies is committed to respecting the principle of equality and equal opportunities in the workplace, countering any form of unfavourable treatment, discrimination (direct or indirect) or harassment towards employees and job candidates on grounds of ethnic origin, skin colour, sex/gender, sexual orientation, gender identity, disability, age, religion, political opinions, national descent, social background, pregnancy, maternity and paternity, family and caring responsibilities,

or any other personal characteristic. In line with these principles, Omnia Technologies is committed to:

- promoting an inclusive corporate culture that respects diversity at every stage of the employment relationship, from selection to professional growth;
- actively preventing and countering any discriminatory or harassing behaviour through secure reporting channels and transparent procedures;
- guaranteeing equal access to training opportunities, skills development and career progression;
- valuing the specific characteristics and strengths of each person as a strategic resource for innovation and corporate growth;
- managing these commitments through a management system based on measurable objectives relevant to the context, a strategic plan, concrete actions, dedicated key performance indicators (KPIs), internal audits, periodic review and continuous improvement.

1.2 Commitment to promoting work-life balance

In line with UNI/PdR 192:2026 and the principles of the Code for businesses supporting maternity, Omnia Technologies is committed to:

- adopting structured measures to support the career continuity of mothers, fathers and caregivers;
- promoting initiatives for the prevention and care of health needs, including screenings, health campaigns, attention to gender medicine and supplementary healthcare;
- implementing flexibility in working times and arrangements that takes family needs into account;
- offering financial support and dedicated services for the care of children and family members, including through collaboration with external bodies and local networks;
- managing these commitments through a management system based on measurable objectives relevant to the context, a strategic plan, concrete actions, dedicated key performance indicators (KPIs), internal audits, periodic review and continuous improvement

2. GUIDING PRINCIPLES, TOOLS AND INTERNATIONAL AND NATIONAL LEGISLATION

2.1 External frame of reference

With this policy, Omnia Technologies undertakes to take into account the related international and national legislation and guidelines set out below:

International references

- United Nations Universal Declaration of Human Rights (1948), which enshrines the fundamental principle of the equality of all people, without discrimination of any kind
- United Nations Conventions on the Elimination of All Forms of Racial Discrimination (ICERD, 1965), on the Elimination of All Forms of Discrimination against Women (CEDAW, 1979), on

the Rights of the Child (CRC, 1989) and on the Rights of Persons with Disabilities (CRPD, 2006)
- ILO Declaration on Fundamental Principles and Rights at Work (1998, amended in 2022) and the ten fundamental Conventions of the International Labour Organization, which promote equality of opportunity and treatment in the workplace
- ILO Convention No. 190/2019 on the elimination of violence and harassment in the world of work and the related ILO Recommendation No. 206/2019
- The 10 Principles of the UN Global Compact, with particular reference to Principles 1 to 6 on human rights and labour rights
- United Nations Guiding Principles on Business and Human Rights (UNGPs, 2011), the related Gender Dimensions (2019) and the Manifesto "Businesses for people and society"
- 2030 Agenda for Sustainable Development, in particular SDG 5 (Gender equality), SDG 8 (Decent work and economic growth) and SDG 10 (Reduced inequalities)

European Union references

- Commission Recommendation 92/131/EEC on the protection of the dignity of women and men at work
- Directive 2000/78/EC establishing a general framework for equal treatment in employment and occupation
- Directive 2006/54/EC on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation (recast, which repealed, among others, Directives 97/80/EC on the burden of proof and 2002/73/EC)
- European framework agreement on harassment and violence at work of 26 April 2007
- Regulation (EU) 2016/679 – General Data Protection Regulation (GDPR)
- Directive (EU) 2019/1158 on work–life balance for parents and carers
- Directive (EU) 2019/1937 on the protection of persons who report breaches of Union law
- Directive (EU) 2023/970 to strengthen the application of the principle of equal pay for equal work or work of equal value between men and women through pay transparency

Italian national references

- Constitution of the Italian Republic, Fundamental Principles, in particular Articles 2 and 3 (principle of equality and prohibition of discrimination)
- Law No. 300 of 20 May 1970 – Workers' Statute
- Law No. 104 of 5 February 1992 – Framework law on assistance, social integration and the rights of persons with disabilities
- Legislative Decree No. 151 of 26 March 2001 – Consolidated Act on the protection and support of maternity and paternity
- Legislative Decree No. 216 of 9 July 2003 – Implementation of Directive 2000/78/EC on equal treatment in employment and occupation (discrimination on grounds of religion, personal beliefs, disability, age and sexual orientation)
- Legislative Decree No. 198 of 11 April 2006 – Code of equal opportunities between men and women
- Legislative Decree No. 81 of 9 April 2008 – Consolidated Act on health and safety in the workplace
- Law No. 38 of 23 April 2009 – Conversion of Decree-Law 11/2009 containing urgent measures on public security and on combating sexual violence, as well as stalking

- Law No. 119 of 15 October 2013 – Conversion of Decree-Law 93/2013 containing urgent provisions on security and on combating gender-based violence
- Legislative Decree No. 80 of 15 June 2015 – Measures for reconciling caring, life and work needs (including paid leave for women victims of gender-based violence)
- Law No. 81 of 22 May 2017, Articles 18-23 – Agile working
- Law No. 205 of 27 December 2017, Article 1, paragraph 218 (amendment of Article 26 of the Code of equal opportunities on harassment) and paragraph 255 (definition of family caregiver)
- Law No. 4 of 15 January 2021 – Ratification and implementation of ILO Convention No. 190
- Law No. 162 of 5 November 2021 – Amendments to the Code of equal opportunities and other provisions on gender equality in the workplace
- Legislative Decree No. 105 of 30 June 2022 – Implementation of Directive (EU) 2019/1158
- Legislative Decree No. 24 of 10 March 2023 – Implementation of Directive (EU) 2019/1937 on the protection of persons who report breaches (whistleblowing)
- Legislative Decree No. 62 of 3 May 2024 – Definition of the condition of disability, basic assessment, reasonable accommodation and multidimensional assessment for the development and implementation of the individual, personalised and participatory life project
- Law No. 198 of 29 December 2025 on the assessment of harassment risk
- Legislative Decree No. 96 of 1 June 2026 – Implementation of Directive (EU) 2023/970 to strengthen the application of the principle of equal pay between men and women for equal work or work of equal value.

Technical standards and reference practices

- UNI ISO 30415:2021 – Human resource management – Diversity and inclusion
- UNI/PdR 125:2022 – Guidelines on the management system for gender equality
- UNI/PdR 159:2024 – Inclusive employment of persons with disabilities – Operational guidance
- UNI/PdR 192:2026 – Management system for work–family life balance – Requirements for family wellbeing

Other references

- Code for businesses supporting maternity (Italian Ministry for the Family, Birth Rate and Equal Opportunities)
- Family Audit Standard (Autonomous Province of Trento)

2.2 Internal frame of reference

- Applicable national collective labour agreements (CCNLs)
- Omnia Technologies Code of Ethics
- Company regulations

3. DEFINITIONS

- **Diversity**: characteristics of differences and similarities between people.
- **Equality**: state of being equal, in particular with regard to social status, rights, opportunities or outcomes.

- **Equity**: principle whereby policies, processes and practices should be applied impartially and individual needs should be recognised.
- **Inclusion**: the practice of including all stakeholders in organisational contexts. Inclusion may involve stakeholders from different groups, ensuring they are made welcome, are able to make their voices heard and develop a sense of belonging. Inclusion may also involve offering opportunities to people on the basis of their knowledge, skills and abilities, as well as access to resources that enable their participation.
- **Harassment at work**: unwanted conduct, including for reasons connected with sex, having the purpose or effect of violating the dignity of a female or male worker and of creating an intimidating, hostile, degrading, humiliating or offensive climate (Italian Legislative Decree 198/2006, Article 26, paragraph 1). It is an aggravating circumstance where sexual harassment is accompanied by implicit or explicit threats or blackmail by those in senior positions or by persons who may in any way influence the establishment, performance or termination of the employment relationship.
- **Violence at work**: refers to “incidents” in which staff are abused, threatened or assaulted in circumstances relating to work, including commuting to and from work, with explicit or implicit consequences for health, safety and wellbeing (World Health Organization).
- **Direct discrimination**: occurs when a female or male worker is treated less favourably than another person in a comparable situation, on grounds of gender, nationality, ethnicity, language, age, disability, sexual, political, trade union or religious orientation, type of contract, pregnancy, maternity or paternity (including adoptive), caring responsibilities, or the use of flexible working arrangements. In particular, the use of sexist criteria in interpersonal relations in the course of work constitutes gender discrimination.
- **Indirect discrimination**: a situation in which a provision, practice, criterion, act, agreement or behaviour that is apparently neutral puts or may put a female or male worker at a particular disadvantage on grounds of gender, nationality, ethnicity, language, age, disability, sexual, political, trade union or religious orientation, type of contract, pregnancy, maternity or paternity, caring responsibilities, or the use of flexible working arrangements.
- **Wellbeing**: state of physical, mental, emotional and social health, understood as a dynamic balance between the individual/family condition and the surrounding environment.
- **Caregiver**: a person who, free of charge and on a continuous or prevailing basis, cares for a family member or other person who is not self-sufficient or is in a vulnerable condition, providing assistance and support in daily activities.
- **Work–family life balance**: the ability to harmonise working life with private and family life, through policies, tools and practices that guarantee a sustainable balance between professional, family and personal responsibilities.
- **Smart working or agile working**: a way of performing the employment relationship, established by agreement between the parties, aimed at promoting work–life balance and productivity, without precise constraints on working hours or location and organised by phases, cycles and objectives (Law 81/2017).
- **Teleworking**: a way of working carried out remotely using IT and telecommunications systems provided by the organisation, with predetermined place and working-hours constraints.

➢ **Corporate welfare**: an integrated set of actions and measures provided by the employer to improve the wellbeing of people and their families throughout their life cycle, complementary to and supplementing public welfare.

4. HUMAN RESOURCES LIFE CYCLE

As part of the processes relating to the human resources life cycle, Omnia Technologies is committed to:

- ensuring that recruitment and selection decisions are transparent and objective, based on the merit, qualifications, skills and potential of candidates;
- adopting selection and hiring procedures that support work–family life balance and do not discriminate against potential new hires; in particular, during interviews it is not permitted to ask questions about marriage, pregnancy, the intention to have children or caring responsibilities;
- widening the pool of people potentially interested in working for the company through dedicated activities in collaboration with schools and employer branding initiatives, creating synergies with universities, also in order to help spread Omnia Technologies' approach to people, which is attentive and sensitive to diversity and inclusion;
- implementing a people management and development strategy based on valuing the specific characteristics of each person and on non-discrimination, ensuring all staff — including people on leave or returning from long periods of absence, with particular regard to maternity and paternity — equal opportunities for professional growth (such as career advancement, vertical and horizontal paths and training initiatives) and working conditions, as well as recognition of the skills developed through the experience of parenthood;
- developing managerial skills and inclusive leadership, promoting specific training and coaching programmes aimed at strengthening the required competencies and at ensuring ever greater gender balance and diversity in positions of responsibility;
- guaranteeing pay policies inspired by criteria of fairness, transparency and non-discrimination, basing the determination and progression of pay (including fixed and variable components and benefits) on objective factors that are neutral with respect to gender and any other form of discrimination — such as knowledge, abilities, skills, professionalism, aptitudes, behaviours, results and each person's actual contribution to the organisation — and ensuring that staff have full access to the evaluation criteria and the data required by current legislation;
- defining and implementing a structured action plan to monitor, prevent and reduce the gender pay gap, committing to regularly measure the company's performance in this area and to communicate systematically and transparently — including externally, in accordance with legal obligations and best practice in social sustainability — the indicators relating to the *gender pay gap*;
- planning and implementing training and awareness-raising programmes for all staff, aimed at spreading an inclusive, non-conformist culture that overcomes stereotypes and values diversity in all its forms as a strategic resource; these plans also incorporate the promotion of mutual respect, the harmonisation of working and family life and awareness of the value of parenthood and of sharing caring responsibilities. Promote a culture of inclusive and respectful communication at all levels of the company, encouraging the use of mindful language that values differences and is free of stereotypes, prejudice or demeaning tones,

in order to create a safe, welcoming working environment free of any form of micro-aggression or polarisation.

- improving organisational wellbeing and people's motivation through structured work-life balance measures, guaranteeing flexibility in working hours and location (such as flexible hours, part-time and agile working), in particular for people with caring responsibilities;
- strengthening the range of corporate welfare services, facilitating access to advice, services, agreements and contributions, and making psychological support or advice on family and personal matters available;
- protecting health and psycho-physical wellbeing through prevention and screening campaigns, with particular attention to gender medicine and services dedicated to maternity and parenthood;
- promoting company initiatives dedicated to leisure time (sport, culture and recreation), also open to the involvement of family members; promoting structured channels for dialogue and active listening to staff — through dedicated tools (such as listening desks and information points) and periodic surveys (questionnaires, interviews, focus groups) — in order to capture expectations regarding diversity, equity and inclusion (DE&I), identify work-life balance needs and continuously monitor the company climate and satisfaction.

5. COMMUNICATION

As part of its communication activities, Omnia Technologies is committed to:

- basing its internal and external communication on responsibility, undertaking to disseminate images and content that respect diversity;
- spreading the values of diversity and equal opportunities in the context in which it operates, actively contributing, including through communication and local initiatives, to creating a culture open to the full fulfilment of the person in all their dimensions, valuing and respecting the uniqueness of each person;
- identifying and engaging the interested parties with whom to establish communication on gender equality, in particular in the workplace, and on work–family life balance;
- preparing and disseminating to interested parties a communication plan on its commitment to DE&I, gender equality and work–family life balance, also defining the most appropriate communication channels;
- mentioning in internal and external communication, including marketing and advertising activities, the initiatives implemented to promote work–family life balance;
- ensuring that communication is consistent with the principles of this policy and with the objectives set and implemented through the strategic plan.

6. RELATIONS WITH SUPPLIERS, CUSTOMERS AND THIRD PARTIES

In its relations with suppliers, customers and third parties, Omnia Technologies is committed to communicating DE&I principles, objectives and expectations at each stage of the relationship with the stakeholder and to promoting awareness of these issues. Specifically, in its relationship with suppliers, Omnia Technologies is committed to: simplifying procurement processes and making qualification systems accessible and inclusive, pursuing a supplier diversification strategy, assessing how partners' people management practices are aligned with DE&I principles, and including in

contractual documentation clauses requiring partners to provide decent work, impartial and respectful treatment of people, and safe, protected working conditions geared towards reconciling work and personal life.

7. HARASSMENT

7.1 Harassment in the workplace

The Omnia Technologies Group is committed to ensuring that no harassment at work, whatever its motivation, is overlooked. Such behaviour may range from extreme forms such as violence or bullying to less obvious actions such as micro-aggressions or improper/unseemly remarks and attitudes towards colleagues.

Any form of harassment will be subject to managerial and disciplinary assessment.

7.2 Harassment at work by third parties

Harassment by third parties occurs when, in the workplace or in another place where work is carried out (at a supplier's or customer's premises, at a trade fair venue, etc.), an employee is subjected by persons outside the Group to behaviour similar to that referred to in the previous point.

In the event of harassment by third parties in the course of work, employees are strongly advised to inform their manager promptly. The Omnia Technologies Group will take all reasonable measures to deal with what has happened and to prevent such behaviour from recurring.

7.3 Sexual harassment in the workplace

Sexual harassment is any inappropriate/unwanted behaviour of a sexual nature or based on a person's gender that is regarded as unwelcome or offensive by the person on the receiving end.

The following examples illustrate the type of conduct that is considered sexual harassment in the workplace:

1. Harassing physical contact, groping, or unwanted physical or verbal intimidation (such conduct sometimes also manifests itself non-verbally, for example through looks or gestures);
2. Proposals, advances or pressure to obtain sexual favours, often coupled with the promise of advantages and/or the threat of disadvantages (for example to further a person's career or, in the event of refusal, to hinder it);
3. Sexual advances, proposals, suggestions or pressure to obtain sexual relations;
4. Disparaging or humiliating remarks based on gender, or showing, displaying, making available and sending pornographic or sexually explicit material (including electronically);
5. Suggestive remarks and sexist jokes;
6. Harassment/stalking/persecution, both physical and online;
7. The sharing of intimate images;
8. Staring in a sexually suggestive way or making inappropriate sexual gestures;

9. Using anecdotes, jokes or stories of a sexual or lewd nature that make the listener uncomfortable;
10. Expressing assessments of a person's sexuality or physical attractiveness, or making sexual comments about their appearance, clothing or body parts;
11. Making disparaging or demeaning comments about a person's sexual orientation or gender identity, or using insults with a gender/sexual connotation;
12. Repeatedly contacting a person (e.g. insistent phone calls or messaging) or repeatedly asking them out;
13. Making unwanted sexual advances;
14. Sending sexually suggestive communications in any format, or sharing or showing sexually inappropriate images or videos in any format.

8. RESPONSIBILITIES

The Omnia Technologies Group actively promotes equal opportunities in its activities, to ensure that all people receive fair and equitable treatment consistent with their aptitudes, abilities and potential. Executives, managers and responsible functions foster an inclusive organisational culture, demonstrating their commitment and acting as role models. In addition, they are committed to supporting wellbeing and the balance between family and working life.

Every employee has a personal responsibility to adhere to the principles of equality and equal opportunities and to maintain an attitude and language geared towards inclusion and the recognition of diversity, countering inappropriate behaviour.

Omnia Technologies reports on its performance and progress, including through annual sustainability reporting.

9. GOVERNANCE AND MONITORING

The policy is defined by the Board of Directors in coordination with the Diversity, Equity and Inclusion Committee. To support the latter, for topics closely linked to the balance between family and working life and in line with UNI/PdR 192:2026, a specific internal Working Group is appointed with the task of monitoring the continued and effective application of the policy on welfare and work–life balance.

The Committee identifies DE&I objectives and indicators to be achieved at Group and individual *legal entity* level, monitoring trends with the support of the data *owner* structures, and steers the individual processes so that improvement actions and interventions are activated to ensure full respect for and promotion of DE&I principles both within the Group and in the external context.

9.1 Objectives on training and professional growth

In line with the commitments of Chapter 4, and in addition to the KPIs set out in the Reference Practices, Omnia Technologies sets the following quantitative Group-level objectives on training,

career management and professional growth. Baseline values refer to 31/12/2025 and are reported in the 2025 Sustainability Report.

Indicator	2025 value	Target	Deadline
Average training hours per employee (FTE)	10.1 h (26,907 total hours across 2,671 FTE employees)	At least 12 h per employee	2028
Employees with an annual performance review and development discussion	0.6% (16 employees out of 2,671, limited to ExCommittee roles)	100% of employees (over 90% already in 2026)	2028
Share of non-mandatory training out of total hours delivered	68% (18,283 hours out of 26,907)	At least 60% each year	Annual
Participation of women and men in training in proportion to their presence in the workforce	Women: 15.6% of FTE workforce and 14.2% of non-mandatory training hours (2,601 out of 18,283); average non-mandatory hours: women 6.38 h, men 7.03 h	Women's share of training hours aligned with their share of the workforce (maximum deviation of ±2 percentage points)	Annual

9.2 Objectives on preventing discrimination and harassment

In line with Chapters 7 and 11, Omnia Technologies sets the following quantitative Group-level objectives to prevent and manage discrimination and harassment and to reduce the gender pay gap.

Indicator	2025 value	Target	Deadline
Employees trained on diversity, discrimination and harassment	100% of employees	100% of employees	Annual
People involved in selection processes trained on unconscious bias	*target not measured in 2025	100% of recruiters	Annual

The indicators in paragraphs 9.1 and 9.2, in addition to the KPIs set out in the Reference Practices, are included in the DE&I KPI Monitoring, updated annually by the data owner structures, verified by the DE&I Committee during the review and reported in the Sustainability Report. In the event of deviation from the targets, the Committee defines corrective actions with owners and timelines.

10. DISSEMINATION AND UPDATING

This policy is communicated to all employees, including through specific training sessions tailored to areas of operation, roles and responsibilities, and is made available on the company website to all

stakeholders, including collaborators, suppliers and partners, so that there is full awareness and further impetus for the promotion of DE&I as an integral part of the Omnia Technologies value system. The policy is also the subject of specific training and awareness-raising aimed at management.

The policy is published on the company intranet and website in the interests of transparency and collaboration.

This policy will be assessed for updating at least once a year in light of the evidence emerging from assessments, internal audits, KPI monitoring, events and organisational changes, and the monitoring of national and international trends.

11. REPORTING

As part of the Omnia Technologies Group, all people who work or collaborate with the Group are required to act in good faith and are encouraged to intervene promptly to stop behaviour that is irregular with respect to the contents of this policy, by reporting any actual or suspected breaches within the Group.

The following fall outside the scope of reports — and are therefore excluded from the related verification processes: mere rumours or “hearsay”, personal grievances, and claims and requests relating to the reporting person’s purely personal interests.

Conversely, discrimination or unfavourable treatment connected with pregnancy, maternity, paternity, the use of leave or work–life balance tools, and caring responsibilities fall fully within the reports eligible for protection. It is understood that individual work–life balance requests and needs (such as flexibility, *part-time* work or leave) do not constitute reports of wrongdoing and continue to be handled through the ordinary channels with the *People & Organization* function and through the listening tools.

The ordinary procedure provides for the employee and/or collaborator to submit the report to their manager and/or to the People & Organization function; in that case the report will be forwarded, guaranteeing confidentiality, to the DE&I Committee or to one of its members in order to resolve the issue through appropriate initiatives. Where the need arises, the People & Organization Department will adopt managerial measures appropriate to the seriousness of the facts.

However, if an employee, depending on the circumstances, considers this route inappropriate or inapplicable, or considers that the matter has not been handled satisfactorily by their manager, they may submit a report by means of:

- the Integrity Line platform, by going to the link http://omniatechnologiesgroup.integrityline.com, in the following ways:
  - in writing, by completing the guided fields within the application;
  - orally, through the recorded voice messaging system;
  - orally, at the request of the reporting person, through a direct meeting with the manager of the reporting channel in a place suitable for guaranteeing confidentiality;
- sending a written report to the following address: Corporate Compliance Department – Omnia Technologies Group, via Feltrina 72 – 31040 Signoressa di Trevignano (TV), Italy.

Regardless of the method chosen, the confidentiality of the identity of the reporting person, of the content of the report and of the related documentation is in any case guaranteed (for further details see the Whistleblowing Policy).

12. REPORTING TO THE EQUALITY ADVISER

Should a report concerning gender discrimination, including discrimination connected with maternity, paternity or caring responsibilities, violence and harassment at work not be taken up, the reporting person is entitled to contact the Equality Adviser (Consigliera o Consigliere di Parità) for their area. Contact details can be found on the institutional website of the competent Province or Metropolitan City.

In carrying out their functions of promoting and monitoring the implementation of equal opportunities policies by all public and private bodies operating in the labour market, provincial and regional Equality Advisers are entitled to take any useful initiative within the competences of the State and are entitled to bring proceedings before the Court acting as Employment Tribunal on behalf of the person concerned, or to intervene in proceedings brought by workers who claim to have suffered gender discrimination (Article 36 of Italian Legislative Decree 198/2006).