



WINDTRE: Two Gender Equality Certifications

The new UNI/PdR 125:2022 attests to gender equality, and for the third consecutive year, EQUAL-SALARY confirms pay equity within the company.

Rome, July 3, 2024 – **WINDTRE, the world's first telco to obtain EQUAL-SALARY certification**, has successfully passed the monitoring phase for the third year in a row, reaffirming its commitment to pay equity between women and men. This recognition, issued by the **EQUAL-SALARY Foundation** in collaboration with the **University of Geneva** and the support of **PwC**, follows a voluntary audit process that demonstrates tangible progress in the company's *Diversity, Equity & Inclusion* policies. EQUAL-SALARY is a testament to WINDTRE's ongoing pursuit of excellence in equal pay and equal opportunities in the workplace.

In addition to this certification, WINDTRE has also received the **UNI/PdR 125:2022** certification from **IMQ S.p.A.**, accredited by Accredia. This additional certification attests to the implementation of a gender equality management system, achieved through specific Key Performance Indicators (KPIs) and concrete interventions in six areas: Culture and Strategy, Governance, HR Processes, Opportunities for women's growth and inclusion in the company, Gender pay equity, and Parental protection and work-life balance. As part of this initiative, WINDTRE has developed the **Gender Equality Policy for the Group** and established an internal steering committee responsible for implementing and directing the concrete actions outlined in the company's Gender Equality Strategic Plan.

"WINDTRE has always believed in the value of inclusion. Initially, we focused on the most complex issue, especially in our country: wage parity. Not only are we the world's first telco to certify the elimination of this gap within our company, but for the third year, we see our progress in this field confirmed. Today, we extend our commitment with UNI/PdR, which attests to gender equality. It is a new recognition of the concrete actions we daily practice to promote our open and respectful culture of diversity. By recognizing and valuing individual identities, we can improve the present and contribute to change." **Rossella Gangi**, WINDTRE Director of Human Resources, stated.

Gender equality is one of the ten goals in **WINDTRE's sustainability plan**. It is promoted through initiatives supporting career development, dedicated empowerment paths, and pay equity at every stage, from hiring to rewarding processes. To achieve this goal, the company also aims to foster work-life balance, well-being, and the full realization of its people through a smart working model called '**Human Working**', based on flexibility, responsibility, trust, and attention to relationships. Overall, thanks to the implementation of concrete **Diversity & Inclusion** policies, WINDTRE supports an inclusive work environment, built on listening, sharing, and open dialogue, fostering synergy among the diverse generations present in the company.