



Gender equality plan

2022/2023

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Introduction

Tesi's Gender Equality Plan (GEP) represents the concrete commitment to devise and implement a program of actions and policies aimed at promoting inclusion and gender equality in every area of the company.

The process that led to the drafting of the Gender Equality Plan took into consideration five thematic areas suggested by the European Commission (work-life balance and organizational culture, gender balance, gender equality in recruitment and career progression, gender integration in research and teaching, combating sexual harassment and gender-based violence).

The evolution of Tesi

Tesi is a company with over 35 years of experience that makes human relations its mission. The project for the adoption of this GEP comes at a time of structural and organisational change. This policy sets out the principles and objectives that underpin the company's commitment to issues related to gender equality and the enhancement of diversity. This policy is addressed to all Tesi employees and shared with all stakeholders, suppliers and customers.

Tesi, through the implementation of a Management System for Gender Equality, is committed to:

- Spread a culture of inclusion and non-discrimination through information;
- Communicate transparently its willingness to pursue gender equality;
- Measure gender equality actions;
- Avoid discrimination based on age;
- Define a budget for the achievement of the objectives of the Strategic Plan;
- Create an inclusive, collaborative, and supportive work environment.

Gender equality in Tesi

The construction of Gender Equality Play began with a survey that takes into account the impact that gender equality and inclusion have on the organization.

The following data refer to the two-year period 2022-2023.

Personnel Analysis

Tesi is made up of 39 employees with fixed-term and permanent contracts.

Total headcount

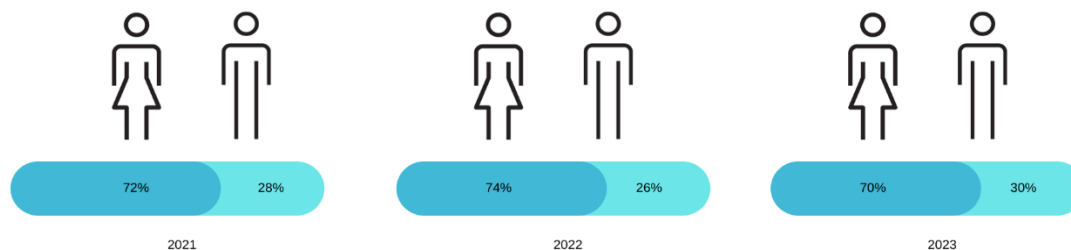


Figure 1 - With equal average annual salary

The principle that underlies our corporate policy on the Gender Equality management system is based on the assignment of roles and responsibilities through evaluations that derive from training, skills, results achieved and the desire for growth.

The organizational structure of Tesi provides for the assignment of tasks (managerial and functional), depending on the type requested, to personnel in possession of the requisites required following an internal procedure.

Tesi's Personnel Department believes that the pursuit of gender equality is an important objective for the sustainable growth of the company and the generation of a positive social impact.

What are the benefits of a gender equality approach?

- 1) Openness to talents capable of bringing and transmitting innovation and creativity;
- 2) Focus on retaining talent based on creating a balance between work and personal needs.

A company that cares about gender equality turns out to be:

- 1) Preferable for potential clients who believe that gender equality is critical;
- 2) More attractive to those who are considering career opportunities;
- 3) In terms of social responsibility, a model to be proposed to new generations and partners.

The strategic plan details the identified goals and indicates how to define them.

Personnel Management Policy

The HR Department is convinced that diversity and plurality are the source of innovative ideas and useful elements for the realization of a sustainable society.

With this policy, we are committed to promoting management that is attentive to diversity, gender equality and equal opportunities.

Selection

The presence of people of different cultures, genders, languages and religions favours the advent of a context capable of producing new ideas and solutions. It is our care to ensure constant training, after the selection process, thus ensuring gender equality by avoiding prejudices that may have a negative impact on the process. Tesi is committed to emphasizing the importance of meritocracy.

Personnel appraisal system

Through this system, a dialogue is fostered aimed at empowering for continuous improvement.

Remuneration

The remuneration policy is in line with compliance with the principles of plurality, equal opportunities and enhancement of skills. Tesi guarantees protection mechanisms in the field of data protection and policy.

The company therefore develops performance evaluation processes and systems that encourage constant dialogue between managers and employees and create development plans without any gender discrimination, but with a culture based on meritocracy.

Formation

Tesi is committed to offering equal opportunities for development without gender discrimination and to involving men and women equally in educational paths.

Welfare

Tesi structured the corporate welfare plan by paying attention to services, family support and the enhancement of parenthood, with attention to work-life balance and flexible work policies.

Tesi employees benefit from all the protections provided by their contractual frameworks at national level, including the possibility of working with part-time contracts, flexible work, parental leave, law 104 and smart working.

Smart working

The introduction of smart working has recently started and represents an emergency consequence deriving from the spread of the Sars-Covid19 virus. Following the end of the state of emergency (31 March 2022), Tesi maintained the agile working mode internally through the issuance of a specific company agreement. The smart working activity is approved by the coordinators after analyzing the request and after discussion with the managers of the reference group.

Tesi has also adopted other measures to promote work/life balance, including:

- *Kindergarten Agreement*

Tesi has stipulated and subsequently renewed the agreement with the Cradle of Dreams Kindergarten, this agreement guarantees a 5% discount to users.
- *Company Parking*

Access and parking of cars are allowed to all employees through the use of a badge.
- *Sharing Spaces*

Tesi is committed to creating spaces and opportunities for discussion for all employees and collaborators, including a place dedicated to refreshment and the well-being of staff.
- *Intranet*

All employees have access credentials to the company intranet where policies, regulations, information and material on company experiences are shared.

The communication of TESI


Tesi pays particular attention to ensuring gender equality in the field of communication and marketing activities:

- Attention is paid to the language used without ever resorting to nouns with a purely masculine meaning;
- Inclusive messages are used, ensuring a balanced representation between men and women;
- Promotion of awareness-raising activities on gender equality issues by conveying the different initiatives in this area on social media;
- Support for the creation of an inclusive culture in the company for the promotion of gender equality and, more generally, diversity.



Gender Action Plan

The Tesi action plan includes 5 areas of intervention and for each area the correspondence with the Sustainable Development Goals (SDGs) of the UN 2030 Agenda is shown and each is represented by the following graphs:


Promote work-life balance

GOALS	TOOLS	SDGs
Structuring agile work to promote work-life balance	Discipline of Agile Work	 Objective 4: To provide quality, fair and inclusive education, and equal opportunities for everyone
Assessing the conciliation framework to ensure fair treatment	Plans of work by objectives	
	Implementing Agile Work Rates	



Nurturing an organizational culture based on gender equality

GOALS	TOOLS	SDGs
Implementing and reviewing the GEP	Monitoring of actions and monitoring of progress	 Objective 5: Achieving gender equality and empowering all women  Goal 10: Reducing inequality within and between nations
Respect for gender differences	Introduction of an inclusive language with the start of training courses on the theme of gender diversity	
Monitoring of gender related content	Implementing a research culture by gender	



Promoting gender balance in top positions

GOALS	TOOLS	SDGs
Promoting a gender balance in the allocation of decision-making positions	Monitoring of the allocation of tasks	 Objective 5: Achieving gender equality and empowering all women

Provide equal opportunities in professional growth

GOALS	TOOLS	SDGs
Ensuring equal opportunities in career advancements	Monitoring of the allocation of tasks	 <p>Objective 4: To provide quality, fair and inclusive education, and equal opportunities for everyone</p>
		 <p>Objective 8: Promoting sustainable, inclusive and sustainable economic growth, full and productive employment and decent work for all</p>

Strengthen the system for the prevention of violence, harassment and discrimination

GOALS	TOOLS	SDGs
Improve the synergy between offices for the management of cases of violence, discrimination and molesting	Stress-related work risk assessment	 <p>Objective 5: Achieving gender equality and empowering all women and girls</p>
Providing psychological support to victims of violence, harassment and discrimination	Implementation of dedicated resources	 <p>Objective 16: Promoting peaceful and more inclusive societies for sustainable development; provide access to justice for all and create efficient, accountable bodies and and more inclusive societies for sustainable development.</p>

