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	GENDER EQUALITY POLICY	Codice identificativo: <input type="checkbox"/> DOC_Gender Equality Policy ENG_rev 00.docx Rev. 00 Data: 29/05/2024

MISSION AND STRATEGIC VISION

Kardia Srl, set up in 1995 by a managerial staff with consolidated experience gained at leading multinational companies, implement medical science solutions. In particular, Kardia distribute a wide range of high-technology medical devices on a national level for use in several fields, including interventional cardiology, interventional radiology, vascular surgery and interventional neuroradiology.

The main principles Kardia's mission is based on are the following: desire to excel in our sector; always to find the best solution to offer to our customers; to work exclusively in a highly professional and ethical manner.

THE PATH TOWARDS GENDER EQUALITY

In order to best fulfil our mission, and in line with our strategic vision, Kardia Srl decided to implement a Gender Equality Management System (GEMS) as per UNI/PdR125:2022, as proper tool to ensure gender equality for hiring and promoting people, enhancing diversity through an inclusive culture and processes to develop women empowerment.

Obtaining the related certification is only the first step to implement all the needed gender equality policies, in the perspective of improving and promoting gender equality. The certification's aim is indeed leading and encouraging the companies to adopt proper policies in order to reduce the gender gap, with the consequent benefits for employees, other than positive reputation and ethical effects.

The Top Management appointed a Steering Committee in order to adopt effectively and to enforce continuously and effectively the Gender Equality Policy and accrued proper resources, responsibilities and authorities in order to achieve and maintain the goals set in the Strategic Plan.

MAIN PRINCIPLES

The main principles of the Kardia Srl's Gender Equality Policy are:

- ◆ FAIRNESS AND INCLUSION;
- ◆ ETHICS AND TRANSPARENCY;
- ◆ EMPLOYEES' ENHANCEMENT;
- ◆ PEOPLE'S PROTECTION;
- ◆ FIGHT AGAINST ANY FORM OF DISCRIMINATION AND ABUSE

Kardia's efforts on its GEMS to meet the requirements set in the UNI/PdR 125:2022, in line with European Union gender equality 2020 – 2025 strategy, are aimed at obtaining the following goals:


- ◆ increase in women's participation in the labor market;
- ◆ reduce the gender salary and pension gap, also in order to fight the women's poorness;
- ◆ promote gender equality in decision-making;
- ◆ fight against stereotypes, gender abuse and protect and support victims.

MANAGEMENT EFFORTS IN ACHIEVING GOALS

Top Management's efforts in analyzing the company's process, considering the six areas of UNI/PdR 125, can be formalized in specific strategic guidelines, aimed at closing the existing gaps and meeting female employees' needs. Please see below this strategic guidelines for all the areas:

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- ◆ **CULTURE AND STRATEGY:**
 - Promote an inclusive and gender aware corporate culture, through training and employees' awareness raising.
 - Include gender equality related and inclusion goals in corporate strategic plan and policies.
- ◆ **GOVERNANCE:**
 - Hiring women in leading roles and in the Board of Directors through fair hiring and promoting processes.
 - Monitor and assess regularly gender equality and inclusion policies in order to ensure the development and effectiveness of initiatives.
- ◆ **HR PROCESSES:**
 - Implement recruiting and hiring processes aimed at enhancing diversity and neutral non-discriminatory choices.
 - Ensure company contacts and policies protecting the workplace, in particular from abuses and mobbing.
- ◆ **CAREER OPPORTUNITIES AND WOMEN INCLUSION:**
 - Offer career opportunities and specific women-oriented mentoring and coaching programs.
 - Promote flexible and agile work culture, so that women can balance work and private duties.
- ◆ **SALARY GENDER EQUALITY:**
 - In order to obtain salary transparency and equity, analyze periodically the compensations granted to employees per gender, in order to identify and correct any gender pay gap.
- ◆ **PARENTHOOD PROTECTION AND WORK-LIFE BALANCE:**
 - Implement parenthood protection programs, such as paid leave additional to the mandatory ones and flexible working hours.
 - Promote a corporate culture enhancing the employees' wellness and their work-life balance.


These strategic lines, outlined in the Strategic Plan through its goals, are monitored through specific Key Performance Indicators (KPI) and revised based on the results obtained, in order to ensure the progression towards gender equality and inclusion inside Kardia Srl.

Kardia's Management deem it fundamental the adoption of the GEMS in order to reach the principles and goals mentioned above and develop an organizational model promoting gender equality and enhancing equality and inclusion.

SPECIFIC POLICIES ON GENDER EQUALITY

Specific policies on gender equality as part of the Strategic Plan and related procedures are about the topics Kardia Srl put its efforts into:

- 1. Recruitment**
 - Promote gender equality in candidates and offer equal opportunities for all the people applying to enter the company.
 - Adopt recruiting policies based on meritocracy and candidates' personal qualities, without any kind of discrimination.
- 2. Career management**
 - Implement a career development system able to promote meritocracy and to offer growth and development opportunities to all employees, regardless of their gender.

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- Promote a diverse workplace that protect employees physical and psychological wellbeing.

3. Pay equity

- Implement transparent pay policies and ensure that employees' compensation is based on their actual skills, duties and performance, with no gender discrimination, and allowing their right to report any violation.
- Analyze and compare regularly employees' compensation, in order to identify any gender pay gap, take action to grant pay equity and record transparent compensation, bonuses, benefits criteria, regardless of employees' gender and age.

4. Parenthood, care

- Offer paid parenthood leave and flexible working hours additional to the mandatory laws, in order to support care-giver employees and enhance their work-life balance.
- Support training, information and reintegration programs after parenthood leave, voluntary engagement plans to women in maternity leave and specific additional services.

5. Work-life balance

- Promote a corporate culture enhancing employees' wellbeing and work-life balance, with flexible working hours.
- Ensure that all employees can join meetings, setting them at times that allow their work-life balance, using remote-work tools too.

6. Prevention of any form of physical, oral, digital abuse on workplace

- Spread among the company a "Zero Tolerance" policy on violence and abuse on the workplace; please see the specific policy;
- Implement policies to prevent and face abuses on the workplace, including training sessions on respect and diversity awareness.
- Implement safe and private report channels, including prompt investigations on any report about violence and abuse on the workplace.

INTERNAL AND EXTERNAL COMMUNICATION

Kardia Srl promote a transparent communication, in line with this policy's principles and with the goals set, and with the company culture, also through marketing and advertising activities.

POLICY'S AMENDMENT

In order to continuously improve the Management System, policies are amended or confirmed during the periodical review, based on facts happened, changed and results of monitoring activities and verifications.

POLICY'S SPREAD

This Policy is communicated and spread inside Kardia and to the other involved parties, on the website: www.kardia.it

The Management, together with the Steering Committee