

POLITICS FOR GENDER EQUALITY AND INCLUSION

BIBIONE MARE S.p.A. is a company that is made of people, therefore we acknowledge their value and their differences. We pursue the business objectives in complete conformity with the principles of Social Responsibility, taking into account the existing interdependency between financial objectives and sustainability targets. We care about the wellbeing of our employees.

We believe in the culture of gender equality and we promote and incentivise business policies, that favour equality of opportunity during the entire career path of the resource, beginning from the selection and employment procedure, to the management of the entire professional path.

BIBIONE MARE S.p.A. always assesses the competence and ability of its personnel, avoiding prejudice and clichés, guaranteeing at the same time wage equality. The pursuit of the company is to encourage an inclusive culture that values all the people of the company in the same way.

This present policy addresses directly all co-workers and aims to spread the culture of gender equality on the territory as well as to the other companies BIBIONE MARE S.p.A. gets in contact with.

Gender equality and inclusion

The quality we reached in the services derives mainly from the expertise of our resources, who do their job in an environment that encourages them to express all their potential. The BIBIONE MARE S.p.A. is committed to ensure that everyone experiences the necessary serenity to program their professional and familiar growth in a highly inclusive environment that is free from any form of discrimination. For this reason the organisation promotes and implements company policies that aim for the wellbeing of its resources and their families, and specifically those that:

- Creates a work environment where there isn't any gender discrimination;
- Spread the culture of inclusion with formation and information;
- Prevent any form of physical, verbal and digital abuse or threat on the workplaces;
- Adopts Recruitment, Job Rotation, Training e Career Development procedures that are non- discriminatory;
- Favour the conciliation of a healthy work-life balance;
- Supports parenthood;
- Defines KPI (Key Performance Indicators) to verify and assess the actions for gender equality and inclusion.

Guidance committee

A guidance committee has been implemented at the BIBIONE MARE S.p.A. in order to:

- Support the Management to guarantee that this present Policy for gender equality is maintained up to date and aligns with the social developments;
- Monitor over the diffusion of gender equality culture within the company and promote moments of formation and information about the aspects of inclusion and equality;
- Analyse any situation of discomfort, threat or abuse that is reported by its co-workers to its core with the available instruments and undertake the necessary actions to avoid the repetition of these situations.

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The General Management
BIBIONE MARE S.p.A.
Via dei Giacinti, 244
30020 BIBIONE PINEDA (VE)
Tel. 0431.43124 - Fax 0431.439193
C.F. e P.IVA 00181380270