

GENDER EQUALITY POLICY - Rev. 0 dated 28/03/25

In this document, CSM TUBE lays down the company's Gender Equality policy as an integral part of the strategic plan for inclusiveness, in full compliance with the relevant applicable mandatory requirements under UNI/ PdR 125:2022 (Gender Equality).

To this end, CSM TUBE has drawn up a gender equality policy with the following objectives:

- To involve all stakeholders who can potentially have an impact on the objectives and commitment related to gender equality policies.
- To adopt and promote processes to ensure balance at all stages of personnel selection on the basis of an evaluation of objective skills, without any discrimination and distinction whatsoever;
- To apply a structured career management process to evaluate staff based on objective, neutral and inclusive criteria, taking into account the principles of fairness and meritocracy;
- To inform staff of the welfare policies adopted, including with regard to benefits and bonuses;
- To adopt ways to make male and female employees experience their role as mothers and fathers in the best and most active way;
- Aware of the importance of a proper work-life balance, to ensure actions towards such balance that best suit the different needs of male and female employees;
- To ensure, through this policy and all management tools suitable for the purpose, that all forms of gender discrimination within the organisation are dealt with decisively;
- To ensure that personnel, at all levels, receive adequate information to carry out their duties in full compliance with regulatory requirements and the organisation's objectives related to Gender Equality issues.

For these reasons, CSM TUBE is committed:

- To promoting a stimulating, creative, meritocratic and non-discriminatory workplace for all internal and external associates;
- To exercising a zero tolerance policy against all forms of discrimination;
- To supporting equal opportunities for every employee or candidate with regard to recruitment, access to training, remuneration, welfare, internal mobility and professional development.

This policy is updated as the environment in which the organisation operates changes. Monitoring of the core principles of this policy is entrusted to the Steering Committee.

All members of CSM TUBE management are committed to implementing and supporting the above policy and to periodically reviewing it

Approved by the Employer
P. Carpanini