

GENDER EQUALITY POLICY AND RELATED POLICIES



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REVALO S.P.A.

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MISSION AND STRATEGIC VISION

REVALO S.p.a. is an independent company, born from the experience of a management team that has contributed to the evolution of real estate management. Passion, Responsibility, Respect, Ethics, and Integrity are the values that have guided us for over fifty years in the development of a major project that, before being the result of an entrepreneurial journey, is the result of a human and life journey.

Because improving the lives of others has always been an essential part of our history.[IL PERCORSO](#)

THE PATH TOWARDS GENDER EQUALITY

With the aim of carrying out its mission in the best possible way and in line with its strategic vision, **REVALO S.p.A.** has decided to adopt a Gender Equality Management System (GEMS) compliant with UNI/PdR 125:2022, as an effective tool to ensure gender equality regarding the presence and professional growth of women, enhancing an inclusive culture and activating processes capable of developing female empowerment.

Obtaining certification for **REVALO S.p.A.** will represent only the first step in a broader process of implementing gender equality policies, with a view to continuous improvement and the promotion of gender equality. The certification aims to support and encourage the organization to adopt policies suitable for reducing the gender gap, with consequent benefits for employee well-being, as well as reputational and ethical impacts.

GUIDING PRINCIPLES

The fundamental principles underlying the **REVALO S.p.A.** Policy are:

- Impartiality and Inclusiveness
- Fairness and Transparency
- Employee Enhancement
- Protection of Individuals
- Opposition to All Forms of Violence and Discrimination

The commitment with which **REVALO S.p.A.** focuses on ensuring that its Gender Equality Management System complies with the requirements specified in UNI/PdR 125:2022 is inspired – in line with the European Union Gender Equality Strategy 2020–2025 – by the pursuit of the following objectives:

- ✓ Increasing women's participation in the labor market;
- ✓ Reducing the gender pay and pension gap, also to combat female poverty;
- ✓ Promoting equality between women and men in decision-making processes;
- ✓ Combating stereotypes and gender-based violence, and protecting and supporting victims.

THE COMMITMENT OF THE BOARD OF DIRECTORS

The Board of Directors of **REVALO S.p.A.**, particularly the CEO and COO, are committed to promoting the integration of women within the company, providing a work environment that minimizes the risk of harassment and abuse of any kind (physical or verbal), constantly monitoring compliance with the principles undertaken in order to eliminate any form of inequality and gender disparity, and planning training sessions addressing the areas covered by UNI/PdR 125:2022 and applicable laws and regulations.

To promote the achievement of the stated principles and objectives, the CEO of REVALO S.p.A. considers the adoption of the Gender Equality Management System fundamental in developing an organizational model that promotes gender equality and enhances fairness and inclusiveness.

REVALO S.p.A. is committed to:

- ✓ Adopting tools to prevent all forms of gender discrimination and to combat any act detrimental to employee dignity, regardless of role or level of responsibility;
- ✓ Enhancing diversity in every business process, from recruitment and selection to access to training, from remuneration policies to performance evaluation and incentive systems, from supplier selection to service delivery/product supply;
- ✓ Supporting employees' family welfare through working arrangements (smart working, part-time work, flexible working hours) that facilitate work-life balance;
- ✓ Promoting information, awareness, and employee engagement initiatives on equal opportunities and female empowerment, avoiding stereotypes and enhancing the visibility of women's contributions;
- ✓ Promoting communication, including through marketing and advertising activities, that transparently expresses the intention to achieve gender equality, enhance diversity, and support female empowerment.

SPECIFIC GENDER EQUALITY POLICIES

These are more specific gender equality policies that provide the necessary input for drafting the Strategic Gender Equality Plan and for identifying, developing, and implementing procedures specifically dedicated to gender equality, based on the organization's reference context.

The gender equality policies developed in relation to this policy concern the following strategic areas:

1. Recruitment and Hiring
2. Career Management
3. Pay Equity
4. Parenthood and Care
5. Work-Life Balance
6. Prevention of All Forms of Physical, Verbal, and Digital Abuse (Harassment) in the Workplace

Specifically, the commitments undertaken are as follows:

Recruitment and Hiring

REVALO S.p.A. is committed to emphasizing during the recruitment phase that personnel selection is independent of gender.

Career Management

REVALO S.p.A. is committed to promoting career advancement equally for women and men who possess the skills and willingness to improve their professional position.

Pay Equity

REVALO S.p.A. is committed to respecting pay equity in relation to the levels established by the adopted national collective labor agreement and the duties performed, guaranteeing equal pay for women and men.

Parenthood and Care

REVALO S.p.A. is committed to promoting flexible working hours and smart working for employees who require them to care for children and family members.

Work-Life Balance

REVALO S.p.A. is committed to supporting the balance between personal and professional life through leave permits, flexible working hours, and the creation of a family-oriented workplace environment.

Prevention of All Forms of Physical, Verbal, and Digital Abuse (Harassment) in the Workplace

REVALO S.p.A. is committed to promoting a “zero tolerance” message toward sexist behavior, verbal insinuations, judgments regarding physical appearance, harassment of any kind, and the prevention of bias.

MONITORING AND IMPLEMENTATION OF THE POLICY

The general Gender Equality Policy and the specific policies, within the broader framework of the organization’s strategic guidelines, provide – together with the Gender Equality Steering Committee – for the definition and periodic review of gender equality objectives in order to assess their suitability and the need for amendments or additions.

DISSEMINATION OF THE POLICY

The gender equality policy is communicated and disseminated to all employees and stakeholders through internal communication (during scheduled training sessions on gender equality topics) and publication on the company’s website.

Rome, 22.04.2026

REVALO S.p.a
L'Amministratore Delegato
David Vichi



