

The Velocar S.r.l. "Gender Equality Policy", updated as of 1st March 2024, highlights the company's commitment to adopting a Gender Equality Management System (GEMS) that complies with UNI/PdR125:2022. This initiative underlines Velocar's intention to actively promote gender equality and female empowerment within the working environment. The following is a summary of the policy's most important points:

### **Strategic Vision and Mission**

- Velocar has more than 20 years' experience specialising in systems for road traffic safety and control.
- The Company highlights the importance of innovation, teamwork, and professionalism, to create a working environment that fosters learning, creativity, and acceptance of change.

### **The Pathway to Gender Equality**

- The adoption of a GEMS is seen as a crucial step in developing an inclusive culture and promoting gender equality, with the aim of reducing the gender gap and improving staff wellbeing.

### **Inspiring Principles**

- The fundamental principles of the policy include impartiality, inclusivity, fairness, transparency, employee development and the safeguarding of individuals, to fight any form of violence and discrimination.

### **Management's Commitment**

- Velocar is committed to adopting measures that combat gender discrimination, nurture diversity, support family welfare and promote communication that respects gender equality.

### **Specific Policies on Gender Equality**

- These policies focus on aspects such as selection and recruitment, career management, fair remuneration, parenthood protection, work flexibility, the prevention of abuse, and inclusive communications.

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### **Implementing and Monitoring the Policy**

- The efficacy of the policy is subject to periodic review, with the aim of assessing its suitability and effectiveness in fostering gender equality within the organisation.

### **Communicating the Policy**

- The policy is widely communicated and circulated amongst employees and stakeholders through various channels, including office noticeboards and publication on the corporate website.

This document reflects Velocar's commitment to building a working environment that is fair and inclusive, that recognises and nurtures diversity and actively promotes gender equality as a key component of the company's culture and corporate practices.

Velocar Srl

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