

GENDER EQUALITY POLICY

Rev.	Reason for revision	Prepared by	Date
00	INITIAL ISSUE	<i>Management and Gender Equality Steering Committee</i>	29 January 2024
01	IMPLEMENTATION OF THE OBJECTIVES OF THIS POLICY	<i>Management and Gender Equality Steering Committee</i>	2 July 2025
02	UPDATE OF BBM COMMITMENTS	<i>Management and Gender Equality Steering Committee</i>	13 May 2026

In accordance with UNI/PdR 125:2022, Guidelines on the management system for gender equality, which provides for the adoption of specific KPIs (Key Performance Indicators) relating to gender equality policies within organisations.

GENDER EQUALITY POLICY

BBM Service bases its activities on respect for the values we consider fundamental, including the enhancement of our human capital and respect for the principles of Diversity, Equity and Inclusion (DEI). This Policy, developed by Management in collaboration with the Gender Equality Steering Committee, sets out the principles, objectives and guidelines that define BBM's commitment to gender equality and, more broadly, to respecting and valuing diversity.

Through this formal commitment, BBM aims to ensure that the management of all stages of the life cycle of the people working within the organisation—recruitment, onboarding, access to training and growth opportunities, remuneration and parenthood—is based on the principles of equal opportunities and inclusion.

To achieve this objective, BBM intends to fully implement this Policy through the ongoing measurement and assessment of gender equality data within the company, also providing for specific actions to reduce the gender gap in all areas deemed most strategic: recruitment, professional growth opportunities, pay equity, gender diversity management policies and maternity protection.

BBM undertakes to:

- respect and promote a culture of diversity and inclusion, creating the optimal conditions to attract, develop and retain talented people;
- build a working environment that promotes inclusion, collaboration, support, transparency and openness, and is always ready to listen to every team member;
- implement monitoring mechanisms and reporting systems to identify and eliminate any potential inconsistency with the company's gender equality values, including any cases of harassment or workplace bullying;
- implement best practices for Human Resources management and development, focused on a culture of inclusion in access to company positions and professional growth opportunities, ensuring equal opportunities for all employees;
- ensure equality of opportunity in skills development and in the expression of individual talents, guaranteeing fair and equal participation of all employees in training and career advancement pathways;
- promote gender pay equity, facilitating the full participation and retention of women in the company environment, valuing their skills and ensuring fair remuneration and career opportunities;
- use corporate welfare mechanisms aimed at enhancing the wellbeing of all employees, both at work and in balancing professional and personal life;
- clearly express, both inside and outside the organisation, including through marketing and advertising channels, the intention to promote gender equality and the appreciation of differences;
- organise events, meetings, webinars and round tables at flexible times, taking into account staff needs, such as part-time work and maternity;

- use inclusive language in internal and external documentation and communications in general, by promoting its use among all employees;
- ensure that genders are fairly represented among speakers at round tables, events, conferences or other events, including scientific events;
- support women's empowerment;
- maintain services dedicated to work-life balance, including maternity phases, measures supporting parenthood and flexible working hours;
- adopt Internal Regulations and a Code of Ethics and Conduct that also include specific provisions on Gender Equality;
- keep stakeholders up to date and informed about company initiatives on Gender Equality, with the aim of raising awareness and strengthening the commitment to inclusion and equality.

To achieve gender equality, BBM establishes and maintains a Strategic Plan that specifies clear, measurable objectives monitored through KPIs in the six thematic areas outlined in UNI/PdR 125:2022.

The thematic areas are defined as follows:

1. Culture and Strategy: foster and support inclusion, gender equality and the appreciation of gender diversity in order to improve the organisation's working environment.
2. Governance: implement a governance model aimed at establishing the appropriate organisational mechanisms for gender equality within the organisation.
3. HR Processes: implement HR processes that address the different stages of the personnel life cycle within the organisation, based on the principles of inclusion and respect for diversity.
4. Growth opportunities and inclusion of women within the company: improve the organisation's ability to provide and accelerate gender-neutral access to career paths and internal growth opportunities.
5. Gender pay equity: implement processes to balance remuneration across genders.
6. Protection of parenthood and work-life balance: implement policies that support employees in their parental and caregiving responsibilities.


This Gender Equality Policy applies to all members of internal staff and to those who regularly collaborate with BBM externally, and is communicated to all stakeholders, including customers and suppliers, through appropriate communications concerning BBM's commitment to gender equality, diversity and inclusion. This ensures consistency with the principles of the Policy and with the objectives established and implemented through the Strategic Plan.

All personnel are required to comply, within the activities falling under their responsibility, with the provisions set out in the Gender Equality Policy.

Responsibility for implementing this Policy is assigned to the Gender Equality Steering Committee.

San Pellegrino Terme,

13 May 2026



B.B.M. SERVICE S.R.L.
Via Pregalleno n. 24
Tel. 0345/23642 - Fax 0345/41755
24016 SAN PELLEGRINO TERME (BG)
Partita IVA 03180620167