

GENDER EQUALITY POLICY

Revision: 01 — Date: 08.01.2024

Andromeda Rail Srl has always assessed the skills and abilities of its staff while seeking to avoid prejudice and stereotypes. However, it is in the past year — with the decision to implement a management system in accordance with UNI/PdR 125:2022 — that a genuine turning point has been reached and a concrete, systematic path has been initiated, aimed at fostering an inclusive culture free from distortions, including unconscious ones, that values every person within the organisation equally.

Andromeda Rail Srl promotes non-discrimination and equal opportunities in professional development and career advancement, basing these exclusively on individual capabilities and professional levels.

For workforce planning in line with the principles of inclusion, the knowledge, skills and competencies required for each current and future role are made explicit, with any gaps addressed and filled through training. Through effective human resource management, all persons involved in every phase of the design, development and delivery of services benefit from dignified work, safe and protected working conditions, and fair and respectful treatment.

The gender equality policy begins by gradually but rigorously reducing the pay and career advancement gaps that may have arisen throughout the Company's history.

Recruitment policies and plans are also put in place to promote and enhance diversity in the broadest sense, bringing value and new impetus to every sector and area of the Company.

It has been demonstrated that the presence of people of different genders and, more broadly, of diverse cultural backgrounds opens up new ideas, innovative solutions and healthy competition among staff and working groups.

Andromeda Rail Srl's approach to human resource management is rooted in sensitivity and a culture founded on intercultural exchange among individuals — an approach centred on the development and promotion of an accessible and respectful workplace that fosters inclusion and a sense of belonging. Always with a view to promoting intercultural exchange, the Company makes a firm commitment to developing communication channels that foster inclusion, so that anyone accessing those channels can appreciate the content shared by the Company.

Andromeda Rail Srl's commitment to gender equality at this particular moment in time is focused on four main priorities, in the awareness that environmental, sociocultural and market developments may continually give rise to new forms of exclusion that must, as far as possible, be identified in advance and actively countered.

The updating of the Policy and related programmes will therefore serve as a concrete indicator of the Company's commitment to diversity and inclusion — issues on which engagement must continuously be renewed.

Andromeda Rail SpA a socio unico

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Despite the current prevalence of male staff over female staff in the workforce, **Andromeda Rail Srl** is committed to redressing this balance through:

- Targeted interventions in selection policies;
- Training and awareness programmes designed to provide development opportunities across all professional areas, including through role model testimonials and the sharing of internal and external case studies;
- The implementation of external projects aimed at encouraging young women to pursue their ambitions, with particular focus on raising awareness of technical and scientific disciplines, and more broadly of fields in which women are under-represented or absent;
- To guarantee gender equality, **Andromeda Rail Srl** has launched specific initiatives through talent development and enhancement programmes and performance-based, equitable remuneration policies. In particular, with the aim of developing female management and leadership, **Andromeda Rail Srl** promotes specific training and coaching pathways focused on strengthening the required competencies and designed to increasingly ensure gender balance in the coverage of positions of responsibility.

Andromeda Rail Srl is also committed to combating gender-based violence in all its forms through awareness-raising initiatives, and to this end has included a specific section in this Policy on harassment and violence in the workplace, with dedicated channels through which reports of improper conduct can be submitted.

All of this not only enriches each one of us but also fosters corporate growth and prosperity in an increasingly competitive world.

Andromeda Rail Srl, always attentive to market developments and business needs, implements a policy aimed at promoting gender equality not only within its own organisation, but also by prioritising commercial relationships and partnerships with companies and entrepreneurs who are equally committed to the issues of inclusion and gender equality.

In promoting and maintaining relationships with external stakeholders, **Andromeda Rail Srl** communicates the principles and objectives of gender equality and D&I (Diversity & Inclusion) more broadly, while also raising awareness among those same stakeholders on these topics and, at the same time, seeking to identify opportunities to support their initiatives.

In its relationships with stakeholders, **Andromeda Rail Srl** gives priority to communicating the principles and objectives of gender equality when establishing, supporting, promoting and maintaining relations with them.

Andromeda Rail Srl collects data on stakeholders — including through the use of social media — in order to assess the composition of its stakeholder base. It also aims to promote the exchange of experiences between the Company and its external stakeholders.

All data collected regarding stakeholder interactions are monitored in order to understand how engagement with external stakeholders influences gender equality objectives and outcomes within **Andromeda Rail Srl**.

Furthermore, **Andromeda Rail Srl**:

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- is actively committed to family welfare, providing concrete support to employees' families both in economic terms and through flexible working hours and smart working arrangements;
- supports events aimed at promoting gender equality and inclusion;
- promotes active gender equality and inclusion policies through posts and publications on social media.

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