

# Gender Equality Policy (GEP)

## Background

The World Economic Forum's Gender Equality Report (WEF, 2021) states that no country in the world has closed the gender gap.

The third of the Millennium Development Goals (MDGs) proposed by the United Nations (UN) is "to promote gender equality and empower women".

Gender equality is goal no. 5 of the 17 included in the UN 2030 Agenda for Sustainable Development.

In Italy, motherhood proves to be an obstacle in the path of achieving gender equality in the labour market, since the choice to have a child has a highly skewed effect on men and women. First of all, motherhood leads to a reduction in female participation in the labour market: according to Istat data (2019), in Italy the employment rate of mothers (25-64 years) is 54.5 per cent, compared to 83.5 per cent for fathers. Secondly, even mothers, who continue to participate in the labour market, suffer an appreciable reduction in their incomes, while fathers' incomes remain substantially unchanged. A growing literature has shown that the so-called child penalty - the labour market cost of having a child - is a widespread phenomenon in several developed countries, affecting mothers but not fathers.

A further contextual element to consider is that of women's careers. Women in managerial positions in Italy are about 27% (Istat) of the total. The glass ceiling - the obstacles that working women encounter in their careers to reach top positions - is still a widespread phenomenon.

Recent literature emphasises that more inclusive companies are able to create higher value. For decades, there has been abundant non-academic evidence identifying the positive correlation between the presence of women in decision-making positions and corporate performance.\*

For Italy, the studies conducted with reference to the introduction of gender quotas, an exogenous factor that increases the number of women in decision-making positions independently of other factors and thus enabling the cause-effect relationship to be rigorously identified, are significant.\*

The GEP - Gender Equality Plan - is the set of commitments and measures that aim to promote gender equality within an organisation through institutional and cultural changes.

The GEP originates in the Gender Equality Strategy 2020-2025 defined by the European Union and is covered in Italy by the National Strategy on Gender Equality 2021-2025 prepared by the Ministry for Equal Opportunities in July 2021.

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## Gender Equality Policy (GEP)

The General Management (DG) of **interlanguage s.r.l. a socio unico** recognises gender equality as an indispensable element of civilisation and affirmation of the universal rights of mankind, as well as a strategic factor for increasing value creation and company development.

In order to achieve and maintain gender equality in the company, the DG will require management, employees and all stakeholders to adopt practices, language and behaviour that pursue this goal and value personal diversity.

To foster this commitment, the company will promote annual employee participation in training courses on ethical principles and best practices related to issues of inclusiveness, gender equality, sustainability and work-life balance.

In particular, the company is committed to ensuring, also through the adoption of specific internal policies, a Strategic Plan and a dedicated Management System, where:

- / no discrimination of any kind is practised, and under no circumstances tolerated, throughout the entire career span of employees from the initial selection to the highest career levels through the day-to-day work routine
- / maternity/parenting is encouraged, supported and valued at all stages
- / all its communication, whether internal or external, is aligned with gender equality values
- / all necessary prevention measures are put in place so that no form of physical, verbal or digital abuse can take place in the workplace
- / its Gender Equality Policy, and any updates to it, is communicated and disseminated within the company and made available on its website
- / the budget necessary to achieve and maintain the objectives of this plan is allocated
- / a Steering Committee (SC) is appointed for the actual adoption and implementation of the GEP.

The DG, following an in-depth analysis of the regulations in force and the policy documents of the biggest national and international institutions, has defined the following themes as the main axes of the strategic plan, for each of which the SC will have to identify specific KPIs and provide for their periodic monitoring:

1. Culture and Strategy
2. Governance
3. HR Processes
4. Opportunities for growth and inclusion of women in business
5. Pay equity by gender
6. Parental protection and work-life balance.

The interlanguage Gender Equality Policy is based on the following regulatory sources.

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## Reference regulations

- / UNI PdR 125:2022
- / Constitution of the Italian Republic, art. 3, art. 37 for gender equality, art. 29, art. 31 for parental and family protection
- / Legislative Decree No. 198 of 11 April 2006 Code of equal opportunities between men and women, pursuant to Article 6 of Law No. 246 of 28 November 2005. (Official Gazette No. 125 of 31-5-2006 - Ordinary Supplement No. 133)
- / Law 162/2021 Amendments to the code referred to in Legislative Decree No. 198 of 11 April 2006 and other provisions on equality between men and women in the workplace (Official Gazette No. 275 of 18-11-2021)
- / Consolidated text of the legislative provisions on the protection and support of maternity and paternity, pursuant to Article 15 of Law No. 53 of 2000
- / National Collective Labour Agreement (CCNL) in commerce for employees of service, distribution and service companies, 01/04/ 2015
- / UNI EN ISO 9000 Quality management systems - Fundamentals and vocabulary
- / UNI EN ISO 9001 Quality Management Systems
- / UNI EN ISO 19011 Guidelines for audits of quality and/or environmental management systems
- / UNI CEI EN ISO/IEC 17021-1 Conformity assessment - Requirements for bodies providing audit and certification of management systems - Part 1: Requirements
- / UNI EN ISO 26000 Guide to Social Responsibility
- / UNI ISO 30415 Human resources management - Diversity and inclusion

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