

Policy gender equality

At Ivoclar Vivadent Manufacturing SRL we are committed to earning and maintaining the trust of our employees, customers, partners, investors and the community at large.

We make every effort to create a work environment that supports the **values of diversity, inclusion and gender equality** through the adoption of business, organizational and management mechanisms that respect people's rights and freedom and dignity.

Ivoclar Vivadent Manufacturing SRL operates in accordance with **UNI/PdR 125:2022** practice to promote diversity and support the empowerment of women and is specifically committed to:

- respect the constitutional principles of equality
- commit to pursuing gender equality and valuing diversity
- adopt policies to foster women's empowerment
- promote Welfare policies with concrete help for the families of its employees both in terms of flexible working hours and agile work or special leave for childcare
- ensure better and fairer working conditions for our employees, applying and respecting all the relevant national and international legislation and collective agreements
- ensure that all employees receive appropriate training and information on ethics, inclusion and equal opportunities
- select, evaluate and prefer suppliers also on the basis of their ability to respect the human rights of their employees, assess the impact on people's health and safety and maintain and manage certified company management systems over time
- periodically conduct internal audits and reviews of compliance with social equality requirements, and plan and implement corrective and improvement actions where necessary
- comply with legal requirements relating to equal opportunities, diversity and inclusion of all kinds
- implement, enforce and maintain compliance with equality requirements over time and adapt to any new requirements.

The policy aims to develop a clear approach in terms of mission, strategies and active practices to promote a collaborative, supportive working environment open to the contributions from all employees.

The aim is to promote diversity in all its dimensions in order to make the most of the opportunities it offers and to create value in the working environment while at the same time gaining a competitive advantage in the business.

We have set up a whistleblowing system (Tell me) to recognise and rectify misconduct or grievances at an early stage. There it is possible to report information confidentially and also anonymously. If the information relates to gender equality, it will be forwarded to the gender equality committee.

This policy is made available for consultation on our internal portal, on our website and notice board.

Naturno, 08.07.2024

Directors

