GENDER EQUALITY POLICY ASPIAG SERVICE S.R.L.

The aim:

The company Aspiag S.r.l. intends to ensure gender equality with regard to the presence and professional development of women, and in any case to guarantee equal treatment in all areas of work between men and women.

Business Context:

Aspiag Service S.r.l., a company of SPAR Austria, is a company operating in the large-scale retail trade (GDO) sector in North-East Italy, with registered office in Bolzano and administrative headquarters in Mestrino, in the province of Padua.
Founded in 1989, Aspiag Service S.r.l. is the main distributor of the Despar brand in Italy and is today the largest of the six partners that make up Despar Italia. Aspiag Service S.r.l. today has 9,736 employees. Present throughout the Veneto, Friuli-Venezia Giulia, Trentino-Alto Adige, Emilia-Romagna and Lombardy regions, the company manages more than 550 points of sale, both direct and indirect, and is supported by four Regional Management Offices (Bolzano, Mestrino, Udine and Castel San Pietro Terme) and a structured logistics network (Bolzano, Mestrino, Oppeano, Verona, Pianiga, Monselice, Porto Viro, Udine and Castel San Pietro Terme). In addition to this, since 2019, Aspiag Service S.r.l. has owned and operated the TANN meat processing plant, also located in Monselice (Padua). This facility is part of the Agrologic food hub, one of northern Italy's main centres for food processing, packaging, storage and distribution.
Over the years, Aspiag Service S.r.l. has consolidated its role as a key player in its field, demonstrating a focus on quality, innovation and sustainability, both environmental and social.
The business model of Aspiag Service S.r.l. is based on environmental, economic and social sustainability, and the company has already obtained important certifications such as ISO 14001 for the environment and ISO 45001 for occupational safety and is an integral part of an international network that values commitment to communities and their local areas.
In a constantly evolving work and social context, characterised by a growing sensitivity to the issues of inclusion and the enhancement of diversity, Aspiag Service S.r.l. recognises the strategic importance of promoting gender equality as a lever to improve organisational well-being, increase people's engagement and make a positive contribution to the company's competitiveness.
The commitment to gender equality is part of a broader path of corporate social responsibility, consistent with the companies' founding values and the goals of the UN Agenda 2030, in particular Goal 5 'Gender Equality'.
In this context, Aspiag Service S.r.l. has decided to adopt this Gender Equality Policy, in line with the UNI/PdR 125:2022 practice, as a tool to formalise and consolidate its commitment to a work environment that is fair, inclusive and respectful of differences.

UNI/PdR 125:2022 certification

Aspiag Service S.r.l. chose to work towards UNI/PdR 125:2022 certification as a natural evolution of its commitment to people. The value of inclusion and equality is an integral part of the corporate culture and is applied in practice in the selection, training, management and enhancement of human resources.
With more than 9,000 employees, the promotion of gender equality is a strategic lever for sustainable development, and for boosting organisational well-being and competitiveness in the company. The adoption of a gender equality management system enables the company to structure measurable actions and objectives, while ensuring transparency and on-going improvement in the area of diversity & inclusion.
The initiative is part of the company's broader ESG commitment, which integrates environmental sustainability with corporate social responsibility, strengthening the link with the areas and communities Aspiag Service S.r.l. operates in. In this sense, the company seeks to enhance the diversity present in the roles operating in the organisations and to maintain processes able to empower women in business activities.
To ensure the achievement and maintenance of this goal, Aspiag Service S.r.l. focuses its efforts on the following areas set out in UNI 125:2022:

1. Culture and strategy
2. Governance
3. HR Processes
4. Opportunities
5. Equal pay
6. Parenting

The company believes that the development of a cultural model that promotes gender equality not only generates 'social value' that is appreciated in the local economic context and is attractive to human resources, but is also an added value in terms of brand identity and reputation.
For this reason, Aspiag Service S.r.l. intends to ensure gender equality through concrete actions that comply with the requirements/indicators set out in the individual areas indicated, and that are of real and concrete benefit to all stakeholders.

Moved by a desire to offer the human resources in its organisations satisfaction at all times and in all circumstance of their working life, the company has chosen to consider this 'life cycle' from the following perspectives:

- Recruitment
- Career management
- Equal salaries
- Parenting, caregiving
- Work-life balance
- Prevention of abuse and harassment

More specific policies have been established for each of the following aspects. Each policy expressing the principles that inspire the companies concerned is associated with specific, measurable equality objectives set out in the strategic plan.
With regard to analysing the work phases, the company has therefore understood and established the principles to be observed.

These principles have inspired the criteria for the processes designed to address:

- Existing gaps with regard to the indicators established by UNI PdR 125:2022;
- The needs of women in organisations, seen as the main stakeholders in the concrete results of the system;
- The needs of all human resources in general, and with particular reference to men, during the paternity stages.

This Policy is in line with the Code of Ethics, in which the principles of equality, fairness, and non-discrimination are clearly expressed and represent the foundations of our daily conduct and our people management policies.

POLICIES:

RECRUITMENT

With a view to improvement, in the recruitment of personnel to be employed in its operational activities, Aspiag Service S.r.l. acts in compliance with the following principles:

- Candidate selection must be carried out in a gender-neutral manner;
- The selection criteria must take into account requirements regarding personal qualities such as professionalism, competence, specialisation and experience;
- Questions related to marriage, pregnancy and family responsibilities should not be asked during the selection process;
- As far as possible, selection must endeavour to ensure balance in the number of women and men present in the workforce as a whole;
- Positions of responsibility must be distributed, as far as possible, in a gender-balanced manner;
- The job position envisaged at the time of recruitment must include a salary that is consistent with the duties and responsibilities required and not influenced by gender.

CAREER MANAGEMENT

The company is aware that the economic results achieved also depend on the human resources working there, and all career development opportunities must depend solely on the results and merits of the individual, regardless of gender. With a view to improvement, Aspiag Service S.r.l. manages the careers of its employees in accordance with the following principles:

- The allocation of roles and tasks must, as far as possible, take into account gender leadership balance;
- The design and presentation of career paths must be aimed at employees regardless of gender;
- Staff career paths must observe the principles of gender equality;
- Skills and awareness development training is a fundamental process aimed at removing any career obstacles and restoring gender leadership balance where necessary;
- Termination of employment of staff from organisations is closely examined by verifying turnover by gender;
- To the extent possible, promotions always take gender balance into account in relation to the functions required;
- The company seeks to ensure equal representation at external events, conferences and round tables.
- Existence of policies for internal mobility and succession to managerial positions that are consistent with the principles of inclusiveness and gender equality.

EQUAL SALARIES

At the recruitment stage and throughout the career of its personnel, Aspiag Service S.r.l. intends to pay equal salaries regardless of gender. The company does not differentiate based on gender when considering the remuneration costs for employees. The following principles shall be observed when determining, paying and adjusting salaries:

- Salaries are paid in relation to the individual's role and responsibilities, and any additional benefits and bonuses shall be based exclusively on their role in the company and the results produced and recognised;
- All members of staff have the right to report any disparities to management.

PARENTING, CAREGIVING

Aspiag Service S.r.l. does not intend to constitute any obstacle to parenthood, supporting mothers and fathers through activities designed to meet the needs of those seeking to balance their working lives with their new parenting requirements. This intention is supported in the light of the following principles:

- Mothers and fathers are supported by training, information and reintegration programmes;
- Mothers are supported before, during and after birth;
- Paternity leave should be promoted so that all potential beneficiaries can use it for the entire period provided for by law;
- Returns from leave are supported by the companies concerned;
- Practical initiatives in support of caregiving (taking care of the child);
- Support for fathers and mothers is extended through the provision of services, e.g. an adequate period of assistance upon return after leave and constant updating during maternity leave at the request of the worker.

WORK-LIFE BALANCE

Aspiag Service S.r.l. endeavours to enable its personnel to manage their work-life balance effectively, taking into account both the company's work activity and the mental and physical well-being of the worker that derives from greater freedom of self-determination. The principles underlying this work-life balance are as follows:

- Work-life balance measures are aimed at all staff, regardless of gender;
- The company offers part-time employment, flexible working hours and remote working opportunities (where possible);
- The company allows for electronic connections with all staff working externally (regardless of their contract), for work operations and participation in meetings.

PREVENTION OF ABUSE AND HARASSMENT

Aspiag Service S.r.l. strives to prevent and combat all forms of abuse and harassment, adopting a zero-tolerance approach. The organisation's preventive measures are applied through concrete actions based on the following principles:

- Identification of risks related to abuse and harassment;
- Planning of preventive actions in relation to such risks;
- Possibility of reporting suspicions and/or facts relating to abuse and harassment;
- Full protection from any subsequent retaliation for individuals reporting abuse or harassment;
- Analysis and understanding on the part of the organisation of any incidents of abuse and harassment;
- Promotion of kind and gender-neutral communication.

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