



GENDER EQUALITY POLICY

ANN. 1

Rev. 0

01/07/2024

KLOPMAN INTERNATIONAL S.r.l.

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Mission and Strategic Vision

Klopman International S.r.l., with registered and administrative headquarters and industrial establishment in Frosinone, Italy, was established in 1967.

The property extends over more than 40 hectares of land on which there are more than 70,000 sq.m. of covered areas, including establishments, warehouses, installations, services and offices, as well as roads, yards and vast green areas.

It currently employs a workforce of around 375 workers, including blue collar, technical, white collar and management staff. Production extends over three continuous 24-hour shifts five days a week, with a production capacity of around 45 million running metres of dyed and finished product per year.

Klopman International S.r.l., a company governed by a Board of Directors, is registered with the Frosinone Chamber of Commerce under no. 147464 and has a capital of EUR 4,830,000.00.

Since its foundation, the company has concentrated and specialised in the production of polyester-cotton blends, which it first introduced in Europe and of which it is today the leading manufacturer on the continent.

Klopman produces three fabric lines:

- 1) Fabrics for workwear
- 2) Protective fabrics
- 3) Leisure and non-wear fabrics.

1) Fabrics for workwear represent the company's core business with 92% of production; these are fabrics, again in polyester cotton, destined for the manufacture of garments for professional use where the characteristics of durability, colourfastness coupled with comfort and high wearability of the finished garment represent a key value of the product.

The workwear market in Europe is dominated by industrial laundries, which provide their customers with a service rather than a product, providing both the finished garment and its washing and maintenance service.

For these companies, the garment represents the core business, the central factor of their activity. This is how Klopman products and their characteristics are frequently specified by laundries when ordering from packers, Klopman's direct customers, as a condition of supply.

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2) Protective fabrics, subdivided into two major classes, those intended to protect the operator from the external environment and those intended to protect the product/process from contamination, are a natural evolution of workwear fabrics.

They all must comply with specific regulations issued at European level (EN standards) covering the most diverse fields from barrier fabrics intended for “clean rooms” - dust-proof rooms popular in the microelectronics industry - and operating theatres to those with characteristics of resistance to specific agents, fire, chemical aggression and antibacterial, passing through high-visibility fabrics.

Klopman’s 50 years of experience in the production of polyester cotton fabrics and the reputation it has acquired have enabled it to serve this specific market with a range of products of superior quality and reliability.

Protective fabrics have, to date, come to account for about 1% of Klopman International’s sales to end customers.

3) Leisure and non-wear fabrics

In the continuous effort to diversify and find alternative outlets for its production, Klopman is also present in markets which have different characteristics and mechanisms from those traditional for the company: that of fabrics for the manufacture of sports and leisure garments and that of fabrics not intended to be worn.

Well aware of the peculiar characteristics of these markets, with the preponderant weight of the fashion factor, with different perceptions of product performance and quality, etc., the company aims to use the considerable technological wealth and experience it has at its disposal to seize those opportunities that will let it serve its customers with its habitual level of service.

Preamble

KLOPMAN INTERNATIONAL S.R.L. recognises that the success of its project is based on respecting and valuing the individual. KLOPMAN INTERNATIONAL S.R.L. embraces plurality as a condition of enrichment, valuing the unique characteristics of each person with whom it deals in the context of its productive activity.

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Since its inception, KLOPMAN INTERNATIONAL S.R.L. has been committed to incorporating the principles of gender equality into the entire career path proposed to its current and potential employees and collaborators. Over time, this commitment has been translated into a strategy for the development and management of human resources that can ensure effective respect for equal opportunities through the promotion of concrete actions. Fairness and equality are two values that deserve dignity and care in absolute terms. Gender equality is an expression of these, and as such must be embraced, protected and encouraged by organisations, with concrete actions across all organisational and management processes through the people who work in them.


With the aim of carrying out its mission to the best of its ability and in coherence with its strategic vision, KLOPMAN INTERNATIONAL S.R.L. has decided to adopt a Gender Equality Management System (GEMS) compliant with UNI/PdR125:2022, as a valid tool to ensure gender equality in relation to the presence and professional growth of women, enhancing an inclusive culture and the activation of processes capable of developing female empowerment.

The achievement of the certification for KLOPMAN INTERNATIONAL S.R.L. will only be the first step in the implementation of gender equality policies, with a view to improving and promoting parity between the genders. The certification, in fact, aims to help and incentivise the organisation to adopt suitable policies to reduce the gender gap with the consequent benefits for the well-being of staff, in addition to the reputational and ethical impacts.

This Policy aims to:

- Identify the guiding principles and guidelines that define the organisation's commitment to issues related to gender equality, gender diversity and women's empowerment;
- Envisage the establishment of a Steering Committee for the effective adoption and continuous and effective implementation of the gender equality policy, thus ensuring transparency and impartiality
- Allocate adequate resources, responsibilities and authority to pursue, achieve and maintain the established gender equality goals;
- Enrich this Policy with references to policies/procedures related to gender equality issues (e.g. personnel and career management, internal and external communication);
- Counter all forms of violence and discrimination both within the workplace and with external customers and suppliers.

In order to ensure its proper implementation, communication of the presence of this Policy both within and outside the organisation is ensured. This Policy is constantly updated under the responsibility and coordination of the Corporate Management and the Steering Committee.

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The focus with which KLOPMAN INTERNATIONAL S.R.L concentrates its efforts, so that its GEMS meets the requirements specified in UNI/PdR 125:2022, is inspired - in line with the European Union's Strategy for Gender Equality 2020-2025 - by the pursuit of the following objectives:

- Increased participation of women in the labour market;
- Reducing the pay and pension gap between men and women, also to combat female poverty;
- Promotion of equality between men and women in decision-making processes;
- Countering stereotypes and gender-based violence and protecting and supporting the victims.

Guiding principles and areas of action

The adoption and pursuit of a management system for gender equality, with the ultimate goal of KLOPMAN INTERNATIONAL S.R.L. obtaining "Gender Equality Certification", aims to promote and protect diversity and equal opportunities in the workplace, by (i) analysing critical aspects of the organisation's behaviour and (ii) measuring the stages of improvement through the preparation of specific KPIs that are accounted for in official documents.

KLOPMAN INTERNATIONAL S.R.L. has already taken important steps in the direction of bridging the gender gap, through the initiatives that are best summarised in the strategic plan; at the same time, however, it is aware that the road to gender equality is long and requires increasing commitment, with the intention of fully addressing the areas most impacted by this topic.

Selection, recruitment and management processes

Selection processes must ensure fair representation of both genders, with policies implemented to reduce any gender bias and promote diversity. This includes adopting neutral recruitment procedures, reviewing job advertisements to promote diversity and inclusion, and training hiring managers to identify and counter unconscious biases during the selection process. Furthermore, it is essential to continuously monitor recruitment results to identify any gender inequalities and adopt timely corrective measures. The promotion of an inclusive corporate culture and the establishment of targeted mentoring and professional development programmes can also foster the advancement of women and other underrepresented groups in leadership positions.

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An all-male team of evaluators will be less able to assess the capabilities of a female worker. The result, however, is not efficient, as it may lead to the selection of candidate profiles not on the basis of merit, and thus future performance, but on the basis of other characteristics. The presence of biases is very expensive and their removal is extremely difficult. The first step is the recognition of their very existence through objective measurement indicators. COMPANY NAME firmly believes that managing business processes in a gender-neutral manner will make them more efficient and effective. In this way, COMPANY NAME can ensure a fair and inclusive working environment, where every individual has the opportunity to develop his or her potential regardless of gender.

Salary equity and career management

Pay equity and career management are two fundamental pillars to ensure a fair and inclusive working environment. A corporate culture that is not open to gender equality risks exacerbating unequal treatment in terms of pay and professional development, creating barriers to the advancement of women and other underrepresented groups. Therefore, the organisation aims to continue to adopt and improve the tools, procedures, and resources needed to overcome this disparity. This includes the systematic review of remuneration policies to ensure that salaries are based on merit and not on gender, the implementation of salary transparency to eliminate the gender pay gap, and the adoption of objective and transparent criteria for performance appraisals and professional promotion. In addition, KLOPMAN INTERNATIONAL S.R.L. is committed to promoting diversity in leadership and to providing development and training opportunities that are equally accessible to all employees, regardless of gender or other diversity factors.

Parenthood and care for the family

Parenthood and care for the family are areas where deep-rooted gender stereotypes persist and influence the organisational decisions and career paths of employees. Based on statistical discrimination processes, organisations tend to attribute mothers more involvement in family management and domestic responsibilities than fathers, a phenomenon supported by empirical data. As a result, there is a preference in recruitment and promotion for men, who do not carry the same family loads. This creates a vicious circle in which women are incentivised to devote more time to care work and domestic tasks, while men are pushed to invest more in their work and careers.

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This behavioural disparity is reflected not only in childcare, but also in other family responsibilities, such as caring for the elderly or other frail members of the household. This discriminatory balance is difficult to overcome without specific measures designed to counter it.

COMPANY NAME is committed to developing tools to support both women in reconciling work and professional life and men in joint responsibility for the management of the family.

Training and awareness-raising

Promoting awareness of the critical aspects characteristic of an organisation and of the stereotypical role of women within the country system is the crucial starting point for a real understanding and progressive bridging of the gender gap. However, in order to turn this awareness into concrete action, it is crucial to invest in training and awareness-raising at all levels of the organisation.

COMPANY NAME is committed to implementing targeted training and awareness-raising initiatives. These initiatives should not only concern company management, but should involve all employees, regardless of their role or position within the company. This inclusive approach will ensure that every individual fully understands the importance of gender equality and is engaged in the process of change.

Work-life balance

In the increasingly hectic and demanding world of work, work-life balance has become a key priority for modern organisations. The balance between work responsibilities and personal life promotes not only the well-being of employees, but also productivity and job satisfaction. KLOPMAN INTERNATIONAL S.R.L. has adopted policies and practices that enable employees to manage their time effectively, promoting flexible working, WFH, flexible hours and other forms of support for personal needs. COMPANY NAME is committed to creating a corporate culture that values work-life balance and encourages respect for the boundaries between the two spheres.

Activities to prevent all forms of physical, verbal, digital abuse (harassment) in the workplace

Everyone has the right to work in an environment that is safe, respectful and free from any form of abuse or harassment. Organisations must adopt strict policies and procedures to prevent and

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address all forms of physical, verbal or digital abuse in the workplace. It is essential that company leaders demonstrate a clear commitment to countering all forms of abuse, ensuring that every employee feels safe and respected in the workplace. KLOPMAN INTERNATIONAL S.R.L has created a safe and welcoming working environment through an inclusive company culture.

Steering Committee

This document establishes the Steering Committee, consisting of:

- HR Manager pro tempore;
 - General Manager pro tempore
- The task of the Steering Committee, which will have its own code of conduct and will meet at least quarterly, is to:
- Guarantee the continuous and effective implementation of this gender equality policy;
 - Draw up the strategic plan, with the aim of translating the themes of this policy into SMART goals, i.e. goals that are simple, measurable, realistic, time-planned and whose implementation is assigned to specific individuals;
 - Allocate the resources earmarked by the Management for the concrete implementation and pursuit of the strategic Objectives contained in the strategic plan;
 - Promote training and awareness-raising with respect to the topics covered by the strategic plan, in particular by sensitising male and female Managers who occupy senior positions and who assume responsibility for bringing to life and applying the principles and objectives falling within their respective spheres of responsibility.

Resources

The Management - after assessing appropriateness - will allocate the necessary budget year by year to support the initiatives proposed by the Steering Committee for the effective improvement of the management system for gender equality, in particular initiatives that can:

- Promote the definitive overcoming of gender pay inequalities in terms of rank and skills;
- Intervene on processes that do not comply with the principles identified above, allocating the necessary human resources and tools to review policies and practices that are contrary to them;
- Promote training and any awareness-raising initiatives deemed appropriate by the Steering Committee for the empowerment of employees at all levels;
- Promote initiatives to support parenthood, in the forms that will be planned and promoted as part of the strategic plan.

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Internal and External communication

KLOPMAN INTERNATIONAL S.R.L. aims, through the initiatives put in place by the Steering Committee and the stakeholders it involves, to set up gender-neutral internal and external communication, through initiatives in line with the principles of this policy and the strategic objectives it establishes.

In particular, with regard to external communication, KLOPMAN INTERNATIONAL S.R.L. aims to:

- Set up their marketing and advertising campaigns avoiding actions that feed any gender stereotypes and using inclusive and neutral language;
- Promote participation in events/webinars organised by KLOPMAN INTERNATIONAL S.R.L. through a balanced gender composition;

By reviewing the stakeholder document, already drafted under the integrated UNI/ISO 9001/27001 system, the Steering Committee will identify each of the stakeholders involved in its project of inclusive and gender-sensitive communication.

Periodic monitoring and control

This policy will be reviewed annually under the responsibility of Senior Management in order to adjust the principles promoted herein in light of the initiatives and advances promoted by the Steering Committee within the organisation.

Dissemination of the policy

The gender equality policy is communicated and disseminated to all staff and stakeholders through internal communication and publication on the institutional website.

Frosinone, 1 July 2024

The Management

