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QUBIT ITALY S.r.l. is committed to providing its employees with an inclusive, diverse, safe, and healthy work environment. Equal opportunities and fair treatment for all individuals based on merit—without discrimination on the grounds of race, color, religion, national origin, sex (including pregnancy), sexual orientation, age, disability, or any other characteristic protected by law—are at the core of this initiative. QUBIT ITALY S.r.l. firmly believes that this approach will foster growth both at the company and team levels.


As stated in the purpose of the management system defined by UNI/PdR 125:2022, the company aims to ensure gender equality in terms of the presence and professional development of women within the organization. In this regard, the goal is to enhance diversity across all organizational roles and to maintain processes that promote female empowerment in business activities.

QUBIT ITALY S.r.l. believes that the development of a cultural model that promotes gender equality—beyond creating social value appreciated in the European institutional and economic context—constitutes a key driver for business growth. Therefore, QUBIT ITALY S.r.l. is committed to implementing a management system that fosters gender equality, values diversity, and supports women, through actions in the following areas:

- Opportunities for career growth within the company and equal pay;
- Policies for managing parenthood and work–life balance;
- Policies for managing business processes.

QUBIT ITALY S.r.l. identifies the following objectives as priorities:

- To uphold the constitutional principles of equality and equal treatment;
- To adopt policies and measures that promote female employment;
- To implement measures that ensure genuine equality between men and women in the workplace, including equal access to employment, equal pay, equal access to career and training opportunities, and full implementation of paternity leave in line with best European practices;
- To promote welfare policies supporting the “silent work” of those who dedicate time to family care, in accordance with Article 3, paragraph 1 of the Italian Constitution (formal equality);
- To adopt specific measures in favor of equal opportunities, in line with Article 3, paragraph 2 of the Italian Constitution (substantive equality);
- To integrate the principle of gender equity into national regulations so that its voluntary adoption may serve as a reference point, should public and private organizations of all sectors and sizes be required to certify sustainability and gender policies—consistent with the principles of the free market and justified by specific operational needs and objectives;
- To guarantee ever-improving and fair working conditions for all employees, by applying and complying with all relevant national and international legislative provisions, collective agreements, organizational commitments, and international standards;
- To implement, maintain, and continually improve compliance with Gender Equality requirements, adapting to any new criteria that may be introduced;
- To ensure that all personnel receive adequate training and information on ethics, inclusiveness, and equal opportunities;
- To define and continuously update this Gender Equality Policy.
- To extend QUBIT ITALY S.r.l.’s commitment to social sustainability beyond the scope of its own activities, by actively engaging stakeholders and promoting the principles of equality and inclusion, while identifying and managing social impacts in an ethical and responsible manner.

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- To select, evaluate, and favor suppliers also based on their ability to respect the human rights of their employees, assess health and safety impacts on people, and maintain and manage certified corporate management systems over time;
- To include the principles of equality and equal opportunities as part of the personnel evaluation and selection process;
- To adopt an approach of dialogue and engagement with employees in order to involve them in our commitment to social sustainability and raise their awareness of the principles of gender equality;
- To carry out internal audits and periodic reviews aimed at verifying compliance with social and gender equality requirements, planning and implementing corrective and improvement actions where necessary;
- To participate in dialogue with all stakeholders, documenting and communicating QUBIT ITALY S.r.l.'s commitment to gender equality to all interested parties;
- To comply with all legislative provisions regarding equal opportunities, diversity, and inclusiveness of every kind;

Particular attention from top management in preventing any form of gender discrimination or any act of physical, verbal, and/or digital violence;

- To promote full transparency and integrity in all our business activities and in our relationships with stakeholders, including employees.


- Results based on stakeholder satisfaction

- The organization aims to ensure gender equality through concrete actions that, in addition to complying with the requirements and indicators established for each area, are genuinely and tangibly appreciated by the women within the organization, who are the real stakeholders in relation to the outcomes produced by the management system.

With the intention of focusing attention on this satisfaction at all times and under all circumstances throughout a woman's working life within the organization, QUBIT ITALY S.r.l. has chosen to consider this "life cycle" through the following aspects:

- Recruitment and hiring
- Career management
- Pay equity
- Parenthood and caregiving
- Work-life balance
- Prevention of abuse and harassment

With regard to the specific social requirements relating to the respect for human rights and gender equality, QUBIT ITALY S.r.l. defines its position as follows.

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RECRUITMENT AND HIRING

QUBIT ITALY S.r.l. is committed to attracting and hiring people with diverse backgrounds and abilities, pursuing gender equality during the recruitment and hiring process by identifying a candidate pool that is generally balanced between men and women, and valuing meritocracy in the hiring process, considering experience, skills, and competencies as guiding criteria in selecting the best candidates.

QUBIT ITALY S.r.l. ensures, during the recruitment and hiring of personnel, a fair approach toward any candidate profile, carefully preventing any discriminatory and/or offensive behavior. QUBIT ITALY S.r.l. prepares job descriptions that are gender-neutral and recruitment processes aimed at both men and women.

CAREER MANAGEMENT

Throughout the entire professional lifecycle of employees, QUBIT ITALY S.r.l. places particular attention on equal opportunities for professional development and promotions, basing them exclusively on personal abilities, skills, and professional levels of each employee.

QUBIT ITALY S.r.l. aims to balance the presence of men and women in the workplace, both by specific sector and by specific role, promoting diversity and the physical and psychological well-being of all personnel. In this regard, QUBIT ITALY S.r.l. provides employees with the opportunity to receive targeted training or specific communications on improving professional skills and managing obstacles that may arise in the workplace. Equal and fair participation in training and development programs is guaranteed, ensuring the presence of both genders, including leadership courses.

PAY EQUITY

QUBIT ITALY S.r.l. places particular attention on equal opportunities for professional development and promotions throughout the entire employee lifecycle, basing decisions exclusively on personal abilities, skills, and professional levels.

PARENTAL LEAVE AND CARE

QUBIT ITALY S.r.l. is committed to supporting employees in relation to parenthood, both during and after extended periods of absence from work, avoiding any discrimination during and after leave, allowing employees to stay in contact with QUBIT ITALY S.r.l. during their leave, and facilitating reintegration at the end of the leave period.

Respecting the individual and the right to private life, full enjoyment of maternity/paternity leave is recognized, with particular encouragement for taking paternity leave. QUBIT ITALY S.r.l. protects and ensures the maintenance of pre-leave working conditions, supporting employees during reintegration with specific support activities.


WORK-LIFE BALANCE

QUBIT ITALY S.r.l. implements concrete actions to improve the work-life balance of its employees throughout all stages of their personal and professional life, through the adoption of flexible working arrangements (e.g., smart working) that are non-punitive and compatible with assigned objectives, as well as through financial contributions to employees' families. Work activities are scheduled exclusively within the established working hours, ensuring and allowing the participation of all employees without exceeding the predetermined working schedule.

DISCRIMINATION AND PREVENTION OF ALL FORMS OF PHYSICAL, VERBAL, OR DIGITAL ABUSE (HARASSMENT) IN THE WORKPLACE

QUBIT ITALY S.r.l. is committed to preventing any form of discrimination and abuse, including physical, verbal, or digital harassment, in the workplace. The organization promotes a culture of respect, inclusion, and dignity for all employees, ensuring that any inappropriate behavior is promptly addressed and corrective actions are taken.

Employees are provided with clear procedures to report incidents of harassment or discrimination, guaranteeing confidentiality and protection against retaliation. Training and awareness programs are implemented to educate staff on recognizing, preventing, and managing any form of abuse, fostering a safe and respectful work environment for everyone.

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A preventive risk assessment and an analysis of reported adverse events are carried out. QUBIT ITALY S.r.l. pays particular attention to the language used among and toward employees, promoting communication that is as polite and neutral as possible. QUBIT ITALY S.r.l. condemns any form of discrimination among its employees, including exclusion or favoritism based on race, gender, age, religion, political opinion, nationality, or social class, whether during recruitment, hiring, promotions, or the allocation of company bonuses.

QUBIT ITALY S.r.l. is committed to disregarding such factors, implementing processes as described in the personnel selection and management procedures. Should incidents of discrimination or abuse occur, employees have the full freedom to report them through anonymous forms made available to all staff. QUBIT ITALY S.r.l.'s objective is to apply these principles throughout the supply chain, with a focus on continuous improvement and employee satisfaction. A monitoring system is adopted to ensure that various company processes are designed and applied in accordance with international best practices for gender equality, with key performance indicators developed based on UNI/PdR 125:2022.

QUBIT ITALY S.r.l.'s strategy is aligned with the EU's external policy on equal opportunities and women's empowerment. Creating a culture of gender equality within QUBIT ITALY S.r.l. is at the core of the human capital strategy, essential to ensuring excellent performance based on talent and long-term sustainability. This Policy applies to the entire workforce of QUBIT ITALY S.r.l. and is shared with its main stakeholders, suppliers, and clients, aiming to have a broader impact within its value network and serve as a benchmark for other companies.

This document is disseminated internally and to third parties through its publication on the company website and provides guidelines to be implemented through practices and processes to create a work environment with gender equality throughout the entire employee lifecycle, including recruitment, management, development, and career progression.

QUBIT ITALY s.r.l.
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