



IQS S.r.l.

Worldwide Inspection Services



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We are committed to closing the gender gap through concrete actions in a growing and ongoing effort to address the thematic areas most impacted by this issue.

The gender equality policy adopted by IQS S.r.l. includes the following objectives:

- ✳ identify the principles and guidelines that outline the organization's commitment to issues relating to the enhancement of gender diversity;
- ✳ foresee the identification of a reference figure within the structure who deals with gender equality in order to have a point of reference and constant support in ensuring gender valorisation and equity;
- ✳ create processes/procedures related to gender equality issues;
- ✳ communicate and disseminate its gender equality policy within and outside the organization.

Implementation of the Gender Equality Policy

Our commitment includes implementing specific actions to promote gender equality:

- ✳ By spreading inclusive practices and procedures: that is, propagating management styles at all levels of the organization that embrace inclusion as the primary cultural paradigm of reference.
- ✳ Defining rules for an inclusive work environment therefore: a set of rules aimed at promoting and ensuring a work environment based on transparent, inclusive behaviours and equal opportunities.

Policy for Gender Equality, Equity and Inclusivity

Preamble

At IQS, we believe in the values of Equity, Diversity and Inclusivity, Innovation, Meritocracy, Commitment, and Teamwork are the cornerstones of our organization. For this reason, we consider gender equality a primary goal we intend to achieve. This is not a declaration of intent, but a real and ongoing commitment that translates into a human resources development and management strategy capable of ensuring effective respect for equal opportunities through the promotion of concrete actions. Equality and equity are two values that deserve absolute dignity and care. Gender equality is an expression of these values, and as such, it must be embraced, protected, and encouraged by the organization with concrete actions that cut across all organizational and management processes, through the people who work there.

We believe it is essential to promote and protect diversity and equal opportunities in the workplace at a system level, involving the widest possible number of people who work with us.



- Identifying and overcoming obstacles: therefore, identifying the cultural, organizational, and relational barriers that hinder workplace inclusion, while simultaneously promoting opportunities within and outside the company, including in terms of labour policies.
- Cultivating respectful and trustworthy working relationships: This means creating working relationships based on mutual respect and trust.
- Promoting awareness of Equity in Diversity and Inclusion: for example, promoting awareness campaigns on the issues of Equity in Diversity and Inclusion.
- In this context, the role of Management is crucial in ensuring equity, inclusion, and non-discrimination, intervening whenever disrespectful behaviour is observed. Management must also create a climate conducive to everyone's expression to promote innovation and the generation of new ideas.

At IQS, we ensure the long-term valorisation of diversity at all levels and throughout the implementation of corporate policies. Specifically:

- We define a selection strategy oriented towards Equity in Diversity and Inclusion: ensuring the identification of the best expressions of talent and competence while respecting equal opportunities and impartiality.
- We guarantee equal opportunities for professional development and growth: ensuring equal opportunities for career and professional development and advancement based on meritocratic principles.
- We do prevent the gender pay gap: by defining an action plan to prevent it.
- We promote inclusion through training: spreading a culture of inclusion through specific training programs, overcoming stereotypes and valorising diversity.
- We improve organizational and individual well-being: we foster organizational well-being, dialogue, and motivation among individuals, supporting work-life balance needs and individual vulnerability.

Supervisory Committee

The implementation management of the gender equality policy and the strategic plan is entrusted to a committee composed of:

- Sole Administrator (CEO)
- QHSE Director
- Gender Representative

The committee meets at least annually and has the task of:

- Ensure the continued and effective application of this gender equality policy.
- Draft the strategic plan, with the aim of translating the themes of the relevant policy into simple, measurable, realistic objectives, planned over time and assigned individually as responsibilities for implementation.
- Make available the resources allocated for the concrete implementation and pursuit of the objectives contained in the strategic plan.
- Promote training and awareness-raising on the topics covered in the strategic plan.
- The gender equality policy is defined by the Sole Director in collaboration with the members of the Committee.

Resources

As of the date of drafting of this policy, a budget has not yet been allocated for the pursuit, achievement, and maintenance of gender equality objectives, but it will be evaluated and, if necessary, allocated as the policy progresses.



External and Internal Communication

Our commitment is reflected in a gender-neutral internal and external communications plan, coordinated by the Gender Representative, aimed at all identified stakeholders, through initiatives aligned with the principles of the following policy and the objectives set out in the strategic plan.

Monitoring and Reporting

The following policy will be evaluated for updating purposes and will be reviewed annually under the responsibility of Management and the Gender Representative, with the aim of adapting the principles based on new evidence and monitoring national and international trends.

Broadcasting and Updating

This policy is communicated to all employees during regular training sessions and is made public on the IQS S.r.l. company website for all stakeholders, including collaborators, suppliers, and partners.



San Donato Milanese, 23 Ottobre 2025

IQS S.r.l. Worldwide Inspection Company

Sole Administrator

Salvatore Stomeo

A handwritten signature in blue ink, appearing to read 'Stomeo', is written over a horizontal line.

