

Gender equality policy

At Alupress AG, we endeavour to maintain and sustainably strengthen the trust of our employees, customers, partners, investors and society as a whole.

We are constantly endeavouring to create a working environment in which the **values of diversity, inclusion and gender equality** are put into practice. We achieve this by aligning the company organisation and our processes to respect the rights, freedom and dignity of people.

Alupress AG works in accordance with the **UNI/PdR 125:2022** guidelines to promote diversity and support the empowerment of women.

In particular, Alupress is committed to:

- respect the constitutional principles of equality;
- live gender equality and emphasise diversity;
- take measures for the self-determination and commitment of women;
- promote and support measures to promote equality between men and women in the world of work;
- pursue a corporate policy of concrete support for employees and their families in the form of flexible working hours, smart working and part-time working models;
- ensure that all employees receive appropriate training and information on ethics, inclusion and equal opportunities;
- ensure good and fair working conditions for our employees, applying and complying with applicable legal requirements;
- select, evaluate and favour suppliers also on the basis of their ability to comply with human rights and occupational health and safety regulations. Certified companies are favoured.
- regularly conduct internal audits and inspections to verify compliance with social equality requirements and initiate corrective and improvement measures where necessary;
- comply with the legal provisions on equal opportunities, diversity and inclusion;
- maintain compliance with equality requirements and adapt to new requirements.

Alupress' equality policy is based on developing a clear approach to strategies and business practices to create a collaborative and supportive work environment that is open to contributions from all employees. The aim is to promote diversity in all its dimensions in order to maximise the resulting opportunities to add value to the working environment while gaining a competitive advantage.

Brixen, 06/11/2024

The management