

POLICY

of

Rina Prime Value Services and its subsidiaries incorporated under Italian law

GENDER EQUALITY POLICY

Rina Prime Value Services and its subsidiaries incorporated under Italian law have always safeguarded and promoted the value and development of human resources, as a cornerstone of their human capital strategy, essential to ensuring outstanding performance based on talent and long-term sustainability.

In light of the evolving context, the Company's Management formally undertakes a commitment to a gender equality policy, establishing principles, objectives, and guidelines aimed at valuing diversity and fostering female empowerment within the corporate environment.

Rina Prime Value Services and its subsidiaries incorporated under Italian law have adopted a Code of Conduct, firmly believing in the necessity and usefulness of identifying the values that must form the basis of the Companies' modus operandi, ensuring accountability, and positioning themselves as a model of reference for all those who operate with or interact in any capacity with the Companies. The Code requires adherence to principles of legality, fairness, and transparency, and the conduct of employees must be aligned with these principles. In addition, **Rina Prime Value Services and its subsidiaries incorporated under Italian law** are committed to the implementation of a Strategic Plan that will enable the measurement, reporting, and assessment of gender-related data with the goal of bridging any gaps and embedding the new paradigm of gender equality into the Company's DNA, thereby ensuring a sustainable and long-lasting change. This strategic commitment will:

- create an impartial, inclusive, and socially responsible corporate ecosystem that supports individuals regardless of identity, background, or circumstances;
- ensure equal opportunities for growth, and the development of knowledge, skills, and competencies essential for both professional and personal well-being;
- guarantee pay equity at all levels;
- implement safeguards for parenthood and work-life balance;
- eliminate any form of discrimination or abuse throughout the entire human resources management cycle by promoting and adopting the principle of "zero tolerance."

Rina Prime Value Services and its subsidiaries incorporated under Italian law also require their suppliers to establish inclusive workplaces, ensure equal opportunities in female empowerment,

and prevent any form of intimidation, threat, or harassment. In this respect, **Rina Prime Value Services and its subsidiaries incorporated under Italian law** fully adopt and share the documents issued by the parent company Rina S.p.A., in particular the “Diversity, Equity and Inclusion Policy,” the “Code of Ethics,” and the “Anti-Harassment Policy.” **Rina Prime Value Services and its subsidiaries incorporated under Italian law** will monitor the implementation of these Policies and Codes and will promote the use of the reporting channel <https://whistleblowing.rina.org>.

Rina Prime Value Services and its subsidiaries incorporated under Italian law formally commit, also with the support of the steering committee, to ensuring a workplace free from any form of discrimination or abuse, establishing working relationships based on fairness, equality, care, and respect for the dignity of the individual.

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Management
Ugo Giordano
Amministratore Delegato
RINA Prime Value Services S.p.A.

