



SpeeXX Italy Gender Equality & Inclusion Policy

Policy

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1. Introduction

At SpeeXX Italy, people are at the core of our culture and way of working. We are committed to fostering a respectful, inclusive, and equitable working environment in which everyone can contribute and grow. Gender equality is recognized as a key driver of organizational wellbeing, sustainability, and performance.

This Policy defines the specific commitments, principles, governance, and monitoring mechanisms adopted by **SpeeXX Italy** to promote gender equality and inclusion. It is a **local policy**, applicable exclusively to the Italian Business Unit, and is aligned with **UNI/PdR 125:2022** and with SpeeXX internal standards such as the Code of Conduct and the Anti-Harassment Policy.

2. Purpose

This Policy aims to:

- Promote gender equality and inclusion throughout the employee lifecycle in SpeeXX Italy;
- Prevent discrimination, harassment, or unequal treatment;
- Ensure clear responsibilities, transparency, and consistency in people related decisions;
- Support continuous improvement through monitoring and periodic review.

3. Scope

This Policy applies **only to employees, managers, and leaders of SpeeXX Italy**, regardless of role, level, or contractual framework.

4. Definitions

- **Gender Equality:** Equal rights, responsibilities, and opportunities regardless of gender.
- **Inclusion:** Creating a work environment where differences are respected and valued.
- **Gender Equality Management System:** The set of processes, roles, KPIs, and review mechanisms adopted by SpeeXX Italy in line with UNI/PdR 125:2022.
- **KPI:** Indicators used to monitor progress and effectiveness.

5. Policy Statement

SpeeXX Italy is committed to:

- Ensuring equal dignity, treatment, and opportunities;
- Basing decisions on objective criteria such as skills, experience, and performance;
- Preventing discrimination, harassment, and retaliation;
- Promoting transparency and accountability in people processes;
- Continuously improving practices related to gender equality and inclusion.

Any violation of this Policy may result in corrective or disciplinary actions in line with applicable internal policies.

6. Procedures

SpeeXX Italy implements this Policy across the following areas, monitored through defined KPIs and periodic reviews:

- **Culture & Awareness:** promotion of inclusive behaviors and bias awareness;
- **Governance:** clear roles, responsibilities, and review mechanisms;
- **HR Processes:** fair and competence-based recruitment, development, and performance evaluation;
- **Career & Representation:** monitoring access to growth opportunities and representation;
- **Pay Equity:** periodic checks of remuneration equity by gender;
- **Parenthood & Work-Life Balance:** flexible arrangements and support during life events.

7. Responsibilities

- **Managing Director (Italy):** Approves the Policy and reviews progress;
- **People & Culture (Italy):** Coordinates implementation, monitoring, and reporting;
- **Managers:** Apply the Policy within their teams and act as role models;
- **Employees:** Comply with the Policy and report concerns in good faith.

8. Compliance

Compliance is monitored through KPI reviews, internal checks, and management reviews. Retaliation against individuals who raise concerns in good faith is strictly prohibited.

9. Review and Updates

This Policy is reviewed at least annually or in case of regulatory or organizational changes. Updates are formally documented and communicated internally.

10. Local Regulations

This Policy is implemented in accordance with applicable Italian laws and regulations and with **UNI/PdR 125:2022** requirements.