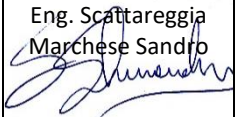




# GENDER EQUALITY PLAN (GEP)


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## 1 Introduction

Signo Motus S.r.l., an innovative SME operating in R&D and engineering-related fields, is committed to promoting gender equality, diversity, and inclusion within its organizational culture and operations.


As of the date of this document, the company employs 8 people: 2 women (25%) and 6 men (75%). This reflects a gender imbalance, particularly in technical roles, consistent with broader structural challenges in attracting female talent in STEM (Science, Technology, Engineering, and Mathematics).

Through this Gender Equality Plan (GEP), the Company commits to progressively improving gender balance while ensuring merit-based recruitment and equal opportunities for all employees

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## 2 Objectives

- Ensure equal opportunities in recruitment, career progression, and professional development;
- Promote work-life balance and employee well-being;
- Improve gender balance, particularly in technical roles;
- Ensure equal pay for equal work;
- Prevent discrimination, harassment, and bias;
- Integrate a gender perspective into Company activities.

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### 3 Areas of Intervention

#### 3.1 Work-Life Balance and Organizational Culture

- Flexible working arrangements (remote work, flexible hours);
- Equal access to parental leave;
- Inclusive and respectful work environment;
- Awareness initiatives on gender equality.

#### 3.2 Leadership and Decision-Making

- Transparent and merit-based promotion processes;
- Monitoring gender distribution in leadership roles;
- Encouraging gender balance in decision-making.

#### 3.3 Recruitment and Career Development


- Gender-neutral language in job advertisements;
- Active encouragement of female applicants;
- Collaboration with universities and STEM initiatives;
- Fair and transparent selection processes;
- Monitoring recruitment metrics by gender.

#### 3.4 Gender Pay Equality

- Annual monitoring of the gender pay gap;
- Equal pay for equal work;
- Corrective actions if needed.


#### 3.5 Prevention of Harassment and Discrimination

- Zero-tolerance policy;
- Confidential reporting procedures;
- Staff training on respectful workplace behavior.

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### 3.6 Gender in Research and Innovation

- Integration of gender perspective in R&D;
- Promotion of diversity in project teams.

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## 4 Quantitative Targets (2026–2029)

### 4.1 Workforce Composition

- Increase female representation from 25% to at least 35% within 3 years;
- Aim for 40% within 5 years.

### 4.2 Recruitment

- At least 30% female candidates in selection processes;
- At least 33% of new hires to be women.

### 4.3 Leadership


- At least 30% female representation in leadership roles by 2029.

### 4.4 Pay Equality

- Maintain gender pay gap below 5%.


### 4.5 Training

- 100% staff participation in equality training within 2 years.

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## 5 Implementation Measures

- Appointment of a Gender Equality Officer;
- Integration of GEP into HR policies;
- Annual training on diversity and inclusion;
- Promotion of female role models;
- Collaboration with external STEM initiatives;
- Allocation of internal resources.


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## 6 Monitoring and Evaluation

The Company will monitor:


- Gender distribution (%);
- Gender pay gap (%);
- Recruitment and promotion rates;
- Retention rates;
- Training participation.

An internal report will be produced annually. The GEP will be reviewed at least every 3 years.

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## 7 Responsibilities

- Management ensures implementation;
- Gender Equality Officer monitors progress;
- Employees contribute to an inclusive environment.

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## 8 Communication and Transparency

- Internal communication to all staff;
- Availability to stakeholders;
- Publication of GEP on Company website ([www.signomotus.it](http://www.signomotus.it)).

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## 9 Validity and Review

This plan is effective from the adoption date and will be periodically reviewed (see Section 6) to ensure continuous improvement.