

Gender equality policy

At Intercom Dr. Leitner GmbH, we strive to gain and maintain the trust of our employees, customers, partners and the whole society.

We are committed to create a work environment where the **values of diversity, inclusion and gender equality** are actively practiced. We align our organizational structure and procedures to respect the rights, freedom and dignity of human beings.

Intercom Dr. Leitner GmbH operates in accordance with the **UNI/PdR 125:2022 guidelines** to promote diversity and support the empowerment of women.

We are particularly committed to:

- Respecting the constitutional principles of equality;
- Striving for gender equality and highlighting diversity;
- Taking measures to empower and engage women;
- Implementing actions to promote gender equality in the working environment;
- Promoting a company policy that supports employees' families through flexible working hours, remote work or special leave for childcare;
- Ensuring good and fair working conditions for our employees, applying and complying with all relevant national and international laws and collective agreements;
- Providing all employees with appropriate training and information on ethics, inclusion and equal opportunity;
- Selecting, evaluating and favoring suppliers based on their ability to comply with human rights and workplace health and safety regulations;
- Regularly conducting internal audits and checks to verify compliance with social equality requirements and initiating corrective and improvement measures as necessary;
- Complying with legal provisions regarding equal opportunity, diversity and inclusion;
- Maintaining compliance with equality requirements and adapting to new demands.

The policy aims to develop a clear approach regarding strategies and business practices to encourage a collaborative and supportive work environment that is open to contributions from all employees. The goal is to promote diversity in all its dimensions to maximize the opportunities, create added value in the working environment and gain a competitive advantage.

This policy will be published on our bulletin board and on our website.

Campo di Trens, 07.10.24

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