

GENDER EQUALITY PLAN 2022

Feeding the future, today.



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GOALS

This document has been prepared to support the company's Management System, to expose in detail the requirements of the reference standards ISO / IEC 5218: 2004.

In particular, the analysis represents the snapshot of the organization's existing relationships with the internal / external environment, the context and the interested parties, with particular attention to the identification of gender equality and equal opportunities, connected to the activities carried out and the products / services, the needs and expectations of the interested parties.

The results of this survey will be used for the definition of the company policy, the identification of the starting point for the formulation of objectives, goals and improvement programs, the definition of the scope and voluntary compliance obligations.

REFERENCE DOCUMENTATION

In carrying out this analysis, the references taken into consideration were:

- ISO/IEC 5218:2004 Information technology — Codes for the representation of human sexes;
- DVR aziendale nr. 264-2021rev.26.docx
- Dlgs Vo 81/2008
- UNI EN ISO 9001:2015 – Sistemi di Gestione per la Qualità
- All documents of internal / external origin referred to in the individual paragraphs (e.g. minutes, reports, contracts, etc.).

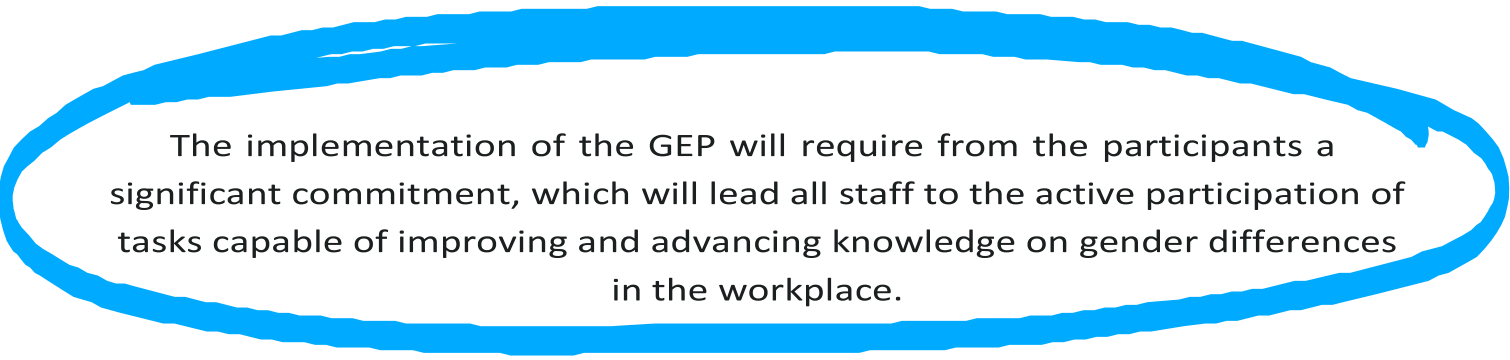
The main objective of the GEP is to serve as a tool for improving gender equality in the workplace and to enable gender mainstreaming in business practices.

Our company has always been committed to the search for active partners that follows the gender equality.

In particular, we have always exposed ourselves to the search for new qualified employees, without gender differences but based on the skills of the candidates.

At the same time, the GEP aims to achieve gender equality through projects with a particular focus on gender differences between workers and on promoting gender equality.

The plan will be applied to the entire organizational structure, thanks to a department specifically dedicated to the implementation, correct operations with the GEP.



The implementation of the GEP will require from the participants a significant commitment, which will lead all staff to the active participation of tasks capable of improving and advancing knowledge on gender differences in the workplace.

The GEP development department will monitor the post-implementation progress. An annual report will also be provided to monitor progress.

CONTEXT

EQUALITY PLAN

Understanding the reference context of the Organization (Company) is important in order to ensure that the objectives and requirements of the interested parties are considered in the development of the risk of discrimination criteria. Specific attention must be paid to perceptions (needs and expectations); The organization has analyzed its own context of reference by evaluating specific dimensions:

- Human resources
- Scientific-technological
- Socio-environmental

Each of the previous assets of the Context is to be referred to the normal activities carried out.

The organization has therefore taken steps to define its context by identifying its constituent factors:

1. Factors relating to the internal context
2. Environmental conditions
3. Factors relating to the external context

The following pages describe the elements that make up this context.

INTERNAL CONTEXT

By internal context we mean the internal environment in which the organization pursues its objectives.

PRODUCTION SITE

DESCRIPTION OF THE ACTIVITIES CARRIED OUT (DESCRIPTION TAKEN FROM DVR)

NEXT Technology Tecnotessile Società Nazionale di Ricerca r.l. is a company that has been operating in the Tecnotessile sector since 1972 and operates in the field of technological research and business services.

Among the various business service activities (such as the implementation of quality systems), the various training courses held by the company must be highlighted, for which a special classroom is used inside the company Tecnotessile. A certainly important portion of the activity carried out by NTT it concerns research and development activities mainly in the textile and industrial fields.

This activity may differently relate to research on behalf of third parties or relating to research projects in the field national or international, with collaboration and participation of private bodies or university centers, research activities for the development of machines or prototypes, for which the NTT staff, following specifications deriving from tenders or specific clients, can use the different areas operational, chemical laboratory, technological laboratory, textile testing room, and planning of training courses.

EXTERNAL CONTEXT

The external context is the environment in which the organization seeks to pursue its objectives which includes:

- The cultural, social, political, mandatory environment;
- Technological, economic, natural, competitive whether international, national, regional or local,
- Certain elements and fundamental trends that have an impact on the objectives of the organization.
-

NTT continuously carries out an analysis of the external context to size its strategies.

The needs and relationships with employment centers, employment agencies, institutions and universities are also taken into consideration in order to further promote the recruitment of both sexes.

EQUALITY PLAN

Gender equality and equal opportunities have always been fundamental concepts for NTT. We have always respected the concept of guaranteeing a gender balance at an organizational level and at a development level to increase progress. The consideration of gender is therefore a key issue to achieve our goals, while respecting our corporate vision.

Equality is considered an integral part of our working days in order to create a healthy and fair environment for the future of our corporate social network.



Currently the percentage of women in the company is 37.5%

It is also necessary to expand as much as possible the focus on the flexibility of work spaces and to be creative and efficient on the practices of overcoming cultural and gender barriers.

This equality plan recognizes that gender equality sanctions non-discrimination and the protectionism of human rights.

This is why it is recognized that gender is not binary, but that it is formed by a variety of facets outside of men and women. Also included are LGBTI + people who have equal access to rights.

COMPANY INFORMATION

ORGANIZATION	NEXT Technology Tecnotessile Società Nazionale di ricerca r.l.
REGISTERED OFFICE ADMINISTRATIVE-OPERATIONAL OFFICE	<ul style="list-style-type: none">• Via del Gelso 13, Prato• Via Galcianese 34 - 34/a, Prato• Via Luciano Lama 30, Monsummano Terme (PT)• Via Santa Margherita 28, Piano di Sorrento (NA)
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RESPONSABILITIES

EQUALITY PLAN

1 - RATIFICATION

The GEP is corrected at the executive level. The control office undertakes to ensure that the GEP is well communicated to all staff members present in the company

RSQ	Responsabile Tecnico CEQ
Chiara Uvoni	Giuseppe Gori

undertakes to ensure that the Plan is communicated to all staff members

2 - COMUNICATION

The responsible office has the task of ensuring that employees are aware of the application of the GEP and of implementing corrective measures where situations of discrimination arise.

3 - MONITORING

The responsible office has the task of monitoring the situation and keeping the GEP updated regularly with new developments or checks every year.

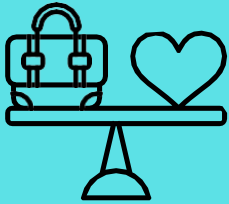
4 - DATA COLLECTION

The responsible office has the task of collecting the data divided between sex and other variables in order to carry out the final analyzes divided by work areas. This data collection will allow the integration of the different genres in all fields.

KEY AREAS

EQUALITY PLAN

The GEP identifies 4 key areas for strategic development and sustainable change. The plan aims to accelerate the change towards gender equality.



1 - Work-life balance combinations



2 - Gender balance in management, hiring, career progressions and events



3 - Integration of the gender dimension in research and educational content



4 - Combat sexual and gender-based harassment

1-

WORK-LIFE BALANCE

“The spread of an inclusive and fair work environment for all genders, makes it easier for staff to balance work and private life.”

STRATEGIES

- ♦ The responsible office will monitor and promote the implementation of the gender equality strategy.
- ♦ Promote the image of an inclusive company that supports the values of diversity.
- ♦ Integrate gender diversity into the business plan and throughout the business organization.
- ♦ Commit to regular review of relevant policies and flexible work
- ♦ Analyzing an employee's basic needs after a family problem with respect
- ♦ Make sure all staff are aware of gender equality policies

SOLUTIONS

- ♦ Incorporate gender equality goals
- ♦ Promote the image of an inclusive company that supports the values of diversity
- ♦ Carry out consultations and surveys, and publish the results as part of the activities related to the next gender equality plan for Next Technology Tecnotessile
- ♦ Create family-friendly policies. Provide options and implement flexible working hours and methods
- ♦ Annual surveys of all staff with a satisfaction score of a minimum of 75% on gender experiences in the workplace

Equality of gender participation in decision-making roles to ensure equal opportunities for growth and career advancement.

STRATEGIES

- ♦ Representing gender diversity in leadership positions.
- ♦ Review the work process to ensure that the key elements of gender equality are respected.
- ♦ Promote people with interests, with gender equality.
- ♦ Promote gender inclusiveness, work progress and objective staff evaluation policies
- ♦ Create a gender balanced representation in the events created by Next Technology Tecnotessile

SOLUTIONS

- ♦ Representing the gender diversity of individuals in research projects or activities
- ♦ Have policies to promote career equality for all genders
- ♦ Training and mentorship programs to help employees adapt work demands in case of maternity or family problems
- ♦ Include gender awareness in all sectors present
- ♦ Make recommendations for increasing gender balance in events
- ♦ Using social media to create a successful image committed to gender equality

3 -

INTEGRATION OF THE GENDER DIMENSION IN RESEARCH AND EDUCATIONAL CONTENT

Being able to integrate the concepts related to the dimension of the various genres present on the research carried out and on the training contents, in order to be able to apply them to new projects and learning courses

STRATEGIES

- ♦ Promote the inclusion of different sexes in research content in the textile field.
- ♦ Promote gender diversity in managerial research
- ♦ Promote gender integration in learning and training courses
- ♦ Number of institutional communication campaigns aimed at developing awareness on gender issues
- ♦ Number of articles / publications on gender issues

SOLUTIONS

- ♦ Consider all genres and cultures in the images or in the case studies of the research carried out
- ♦ Provide all staff with precise guidelines on the integration of the concept of gender equality, learned in internal training activities.
- ♦ Prepare and educate staff with internal psychic courses on gender equality
- ♦ Make recommendations for increasing gender balance in events

4 -

COMBAT SEXUAL AND GENDER-BASED HARASSMENT

“ Preserve and promote the mental and physical health of employees. ”

STRATEGIES

- ♦ Educate and train staff on the different facets of bias and strategies to combat sexual and gender abuse.
- ♦ Work together to combat bias and stereotypes.
- ♦ Prevention, identification and management of sexual harassment cases inside the company.

SOLUTIONS

- ♦ Provide staff and decision makers with specific training with educational materials capable of combating sexual and gender abuse. Approximately 4 hours of training per year for all staff.
- ♦ Measure performance on how staff have assimilated the training received.
- ♦ Create cyclical reports capable of monitoring and increasing awareness of gender equality within the company.



GENDER EQUALITY PLAN

Organization Name

NEXT Technology Tecnotessile
Società Nazionale di ricerca r.l.

Executive Committee

- Chiara Uvoni
- Giuseppe Gori

Number of
employees

16

Stamp and signature

Chairman of the Board of Directors
(Massimo Biancalani)

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