



Free Event srl
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GENDER EQUALITY POLICY

FREE EVENT has established this Gender Equality Policy to emphasize and share its commitment to this topic, both by complying with current regulations and by adopting the necessary internal tools to foster cultural growth.

The company therefore commits to:

- Comply with the principles of equality and non-discrimination set forth in the Constitution and national laws
- Adopt policies and measures to promote female employment
- Remove barriers to genuine gender equality in the workplace, including:
 - Equal opportunities in recruitment
 - Pay equity
 - Equal access to career development and training opportunities
 - Implementation and promotion of paternity leave in line with best European practices
 - Zero tolerance for harassment and disrespectful behavior
- Promote welfare policies in support of those who care for their families
- Ensure all personnel receive proper training and information regarding respect for diversity, inclusiveness, and equal opportunities
- Extend the culture of gender equality outside the organization, involving stakeholders and promoting the principles of equality and inclusion
- Incorporate the principles of equality and equal opportunity in the recruitment and selection process
- Promote a zero-tolerance policy towards harassment and microaggressions in the workplace

FREE EVENT is committed to implementing gender-respectful practices in all aspects of its operations, including recruitment and hiring, career management, pay equity, parenting and caregiving, work-life balance, and harassment prevention—fostering a work environment that is respectful of all individuals.