



DIVERSITY, EQUITY AND INCLUSION POLICY

Welcome to TESISQUARE®

CONNECTING PEOPLE, TECHNOLOGY,
AND PROCESSES IN A COLLABORATION SQUARE



TESISQUARE S.p.A.

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Tax Code and VAT no. IT02448510046 - Cuneo Chamber of Commerce - Economic and Administrative Register no. 177331 -
Share Capital € 750,000 fully vested



ISO 9001 certified
(n° 50 100 2615)



ISO 27001 certified
(n° 350/15)

Revision and Approval

ACTION	FUNCTION	NAME	DATE
Approved	Board of Directors	CdA	22/06/2026
Verified	HR Director	Marco Trovesi	13/06/2026

Updates

VERSION	AUTHOR	DATE	NOTES
1.0	Annalisa Spedicato	11/06/2026	Creazione Documento
2.0			

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Table of Contents

- **1 BACKGROUND AND PURPOSE**
 - 1.1 Background
 - 1.2 Corporate Mission and Vision
- **2 THE PILLARS OF OUR STRATEGY**
 - 2.1 Inspiring Principles
 - 2.2 Management's Commitment
- **3 POLICIES AND GOVERNANCE**
 - 3.1 Specific Policies and Lines of Action
 - 3.2 Governance and Management System
 - 3.3 Monitoring, KPIs, and Continuous Improvement
- **4 DISSEMINATION AND APPROVAL OF THE POLICY**
 - 4.1 Dissemination
 - 4.2 Approval

1 BACKGROUND AND PURPOSE

1.1 Background

TESISQUARE S.p.A. adopts this **Diversity, Inclusion, and Equal Opportunities Policy** with the aim of promoting a fair, inclusive, and respectful work environment, where every person can express their skills, talent, and potential, regardless of gender and any other personal characteristic.

This Policy defines principles, commitments, and operational guidelines to prevent discrimination, support equal opportunities, and encourage balanced professional growth for women and men within the organization.

Gender equality is understood by TESISQUARE as a lever for sustainability, innovation, social responsibility, and organizational quality, in line with its corporate identity and the ESG path undertaken.

1.2 Corporate Mission and Vision

TESISQUARE operates in the development of digital solutions and software platforms for end-to-end supply chain management, supporting organizations in creating collaborative, resilient, and performance-oriented digital ecosystems.

This Policy fits into the framework of corporate values declared by TESISQUARE: **respect, transparency, accountability, customer centricity, teamwork, innovation, flexibility, and sustainability**. These values guide how the company builds relationships with people, customers, partners, and communities.

In line with the **People First** principle, TESISQUARE recognizes the value of people and each individual's contribution to the professional journey and development of the company. Gender equality is therefore an integral part of the corporate culture, responsible people management, and long-term value creation.

2 THE PILLARS OF OUR STRATEGY

2.1 Inspiring Principles

The fundamental principles underlying the company's Gender Equality Policy are:

Principle	Commitment
Impartiality and inclusivity	Guarantee equal dignity and equal opportunities, countering any form of direct or indirect discrimination.
Fairness and transparency	Ensure clear, fair, and traceable criteria in decision-making and HR processes.
Valorization of people	Recognize individual skills, talents, and contributions, promoting balanced growth paths.
Recognizing diversity	Value all people and appreciate how different dimensions of diversity intersect.
Protection of the individual	Promote safe, respectful work environments free from behaviors harmful to personal dignity, fostering inclusion and a sense of belonging, taking into account the needs of all people.
Combating violence, harassment, and stereotypes	Prevent and firmly manage any form of physical, verbal, psychological, or digital abuse.
Work-life balance and parenting	Foster organizational methods and support tools that enable better integration between private and professional life.
Inclusive communication	Avoid communication styles and channels that could be discriminatory.

TESISQUARE S.p.A. is committed to ensuring compliance with DE&I principles and the requirements of UNI/PdR 125:2022, promoting an organizational model oriented towards fairness, inclusion, and continuous improvement.

In line with the Gender Equality Strategy defined by the European Union, the company directs its actions towards achieving the following objectives:

- Increase the participation and valorization of women in the work context;
- Progressively reduce any pay gaps and professional development gaps between women and men;
- Foster equal gender representation in decision-making processes and growth paths;
- Prevent and combat stereotypes, discrimination, harassment, and all forms of gender-based violence, promoting a professional environment based on respect, safety, and the protection of the individual.

2.2 Management's Commitment

Corporate Management takes an active role in promoting gender equality and the DE&I culture and ensuring its effective implementation, providing adequate resources, responsibilities, and tools.

Management is committed to integrating gender equality into strategic decisions, people management processes, and corporate culture, with particular reference to the **six areas considered strategic**: culture and strategy, governance, HR processes, growth opportunities and inclusion of women, pay equity, parental protection, and work-life balance.

In particular, TESISQUARE is committed to:

- Prevent any form of gender discrimination in organizational and decision-making processes;
- Promote the dissemination of D&I culture within the organization through training, communication, and engagement initiatives;
- Ensure fair, transparent, and documented criteria in selection, evaluation, training, professional growth, and remuneration;
- Promote a balanced presence of women and men in leadership roles, project teams, and development paths;
- Support parenting and work-life balance through flexibility tools, welfare, and family support initiatives;
- Raise awareness among all people, with particular attention to managers, on bias, stereotypes, inclusive language, and respectful behaviors;
- Monitor indicators, results, and corrective actions, favoring the continuous improvement of the system.

3 POLICIES AND GOVERNANCE

3.1 Specific Policies and Lines of Action

The following lines of action constitute the reference for defining the **Strategic Plan for Gender Equality** and the related operational initiatives. The aforementioned Plan will be structured over a multi-year horizon (indicatively three years).

Scope / Area	Operational Commitment
Selection and hiring	Ensure inclusive recruitment processes, job descriptions free of stereotypes, balanced shortlists (where possible), and selection criteria based on skills, experience, and potential. Pay particular attention to female presence in technological areas and roles with higher technical content.
Career management	Ensure equal access to training, mentoring, strategic projects, leadership paths, and internal mobility opportunities. Monitor promotions, evaluations, and professional development to prevent bias and unmotivated differentials.
Pay equity	Monitor the gender pay gap, analyze any differences by level, role, and function, and define corrective actions where discrepancies not justified by objective criteria emerge.
Parenting and care	Support maternity, paternity, and caregiving through structured return-to-work paths, pre- and post-leave interviews, attention to workloads, family-friendly initiatives, and agreements/services supporting families.
Work-life balance	Foster flexibility, hybrid work, sustainable meeting management, and workload balance, promoting organizational tools that support the conciliation between personal and professional life, including during phases related to parenting.
Prevention of abuse and harassment	Guarantee a safe and respectful work environment, with adequate listening and reporting channels, clear procedures, protection of confidentiality, and awareness-raising actions against harassment, offensive language, discriminatory or violent behavior.
Inclusive communication	Promote internal and external communication consistent with the principles of respect, inclusion, and equal opportunities, avoiding stereotypes and valuing the contribution of all people.
Suppliers and stakeholders	Foster, where applicable, criteria of attention to social sustainability, non-discrimination, and ethical values also in relations with partners, suppliers, and local communities.

The Strategic Plan identifies objectives, priorities, responsibilities, implementation times, monitoring indicators, and specific initiatives aimed at promoting equity, inclusion, and equal opportunities within the organization.

In order to ensure transparency, involvement, and widespread awareness, the company is committed to progressively communicating the main milestones of the roadmap, sharing periodic updates on the actions launched, the results achieved, and any developments in the journey.

3.2 Governance and Management System

The governance of gender equality is overseen by Management and the **Gender Equality Steering Committee**, with the involvement of relevant corporate functions.

The Steering Committee has the task of supporting the definition of the Strategic Plan, monitoring objectives and KPIs, evaluating the progress of actions, proposing improvement initiatives, and contributing to the periodic review of the **SGPG** (Sistema di Gestione per la Parità di Genere / Gender Equality Management System).

Below are the roles involved and the resulting responsibilities:

- **Management:** Approve the Policy, ensure sponsorship and resources, direct strategic priorities;
- **Steering Committee:** Coordinate the Strategic Plan, monitor KPIs and actions, propose improvements;
- **HR Department:** Oversee HR processes, data, training, communication, and people initiatives;
- **Managers:** Apply the principles within teams and daily decision-making processes;
- **All company personnel:** Contribute to a respectful, inclusive, and collaborative environment.

3.3 Monitoring, KPIs, and Continuous Improvement

TESISQUARE periodically defines and updates objectives and indicators consistent with UNI/PdR 125:2022 and with the priorities emerging from the analysis of the corporate context. Monitoring takes place through dashboards, evidence collection, periodic review, and updates to the Strategic Plan, in order to verify the effectiveness of the actions undertaken and identify any corrective measures.

By way of example, the following indicators may be monitored:

- Gender distribution by level, function, and role;
- Access to training, mentoring, and development paths;
- Promotions, advancements, and internal mobility by gender;
- Gender pay gap and remuneration differentials for homogeneous clusters;
- Use of leave, flexibility tools, and part-time work, with particular attention to returning from parenting leave;
- Turnover and retention by gender and reference population;
- Participation in awareness initiatives and climate/inclusion feedback.

4 DISSEMINATION AND APPROVAL OF THE POLICY

4.1 Dissemination

This Policy is communicated to all TESISQUARE personnel through internal corporate channels and made available to interested parties according to the methods defined by the organization.

The Policy is reviewed periodically and updated in the event of significant changes to the context, objectives, corporate processes, or the Gender Equality Management System.

4.2 Approval

This Policy is approved by the Management and the Board of Directors of TESISQUARE S.p.A. and constitutes a binding directive for the Gender Equality Management System.