



DOCUMENT  
ON GENDER  
EQUALITY POLICIES

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*Versione Breve*



Since its foundation in 1973, **Miniconf has been built on three underlying values**, around which its entire philosophy revolves:

- **Rispetto**
- **Lealtà**
- **Trasparenza**

These values are reflected the following behaviours and actions:

- **staff appreciation, inclusion, and opposition to all forms of discrimination and violence;**
- **care for employees** as workers and as people;
- **fairness and impartiality** in appraisals, and accessibility to training and opportunities for professional development.

Women make up over 75% of the workforce at Miniconf. The role of women is of central importance to Miniconf, and it has therefore decided to adopt a Gender Equality Management System in line with the UNI/PdR125:2022 standard.

To implement this system, Miniconf has appointed:

- a Gender Equality Manager
- a Gender Equality and Inclusion Committee

Miniconf also undertakes to:

- enable a healthy work-life balance
- guarantee a gender balance in access to training courses
- offer training activities on the issue of gender equality
- guarantee a gender balance among speakers at corporate events
- develop initiatives for gender equality and work-family life balance, including outside the company
- allocate a budget for gender equality actions