



DOCUMENT
ON GENDER
EQUALITY POLICIES

12/03/2024



Miniconf is a company operating in the world of children's clothing, founded in 1973 and located in an area of particular historical and environmental interest, namely the village of Ortignano Raggiolo (Arezzo), on the edge of the Foreste Casentinesi, Monte Falterona and Campigna National Park.

Three values shape Miniconf's entire philosophy, guiding its ideas and actions:

- **Respect**
- **Loyalty**
- **Transparency**

These values are reflected in 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**. This system is an important tool for promoting an inclusive culture both within the company and externally.

The system will be monitored and, if deemed necessary, will be modified/implemented according to the results of internal audits and periodic reviews. As such, it will form a dynamic element of the company organisation.

To manage the system, the company has:

- appointed a Gender Equality Manager, who is responsible for coordinating and developing the system and all policies related to this issue. The Board of Directors shall support the Manager with adequate resources;
- established a Gender Equality and Inclusion Committee.

MINICONF has always been committed **to enabling female empowerment and developing policies to reduce the gender gap**. Looking beyond the reputational and ethical impacts of these activities, its primary goal is **to increase the well-being of its staff**.

Through special audits, the company monitors suppliers within its supply chain, including companies located in non-EU countries, to ensure they comply with mandatory regulations and are developing avenues for female empowerment.

The organisation's commitments are therefore in line with the European Union's Gender Equality Strategy 2020-2025.

Miniconf also undertakes to:

- help employees optimise the relationship between their work and personal lives with **Work-Life Balance actions**;
- provide both male and female employees with access to training courses at the Miniconf Academy, and to specialised external training. Each course will include a balanced number of male and female participants, representing the composition of the company workforce;
- provide **training activities**, for company management and others, **on the issue of gender equality**;
- pay attention to the gender balance of speakers at conferences/events organised by the company;
- develop initiatives for gender equality and work-family life balance, including outside the company. One example is the company's collaborations with its local area, including initiatives such as integrated full-time schooling at the San Piero in Frassino (Arezzo) school complex, and making it easier for parents to enrol their children at the nursery school in the same village;
- allocate a budget for the development of gender equality actions.

The main pillar of the gender equality policies is the company's **Strategic Plan** and all the related documents. Both the plan and all related documents are available to all employees on the company intranet.

Equal opportunity policies should span the entire career path of each employee in the company, from the moment they are hired and throughout the development of their professional career, and should be aimed at promoting an optimal work-life balance.

The Gender Equality Policy is communicated to and shared with all staff and stakeholders by means of internal announcements (news on the company portal and intranet archives) and publication on the corporate website (www.miniconf.it).

The Gender Equality and Inclusion Committee

Managing Director/Legal Representative Giovanni Basagni

Manager of Human Resources
and Head of the Gender Equality Management System Serena Cocchetti

Communication and Marketing Manager Sara Bendinelli

Miniconf Employee Representative Cristina Ciabatti

Retail Area Manager Bruno Verdosci

HR Generalist Valentina Bigoni