

## Introduction

Principal Relocation Company S.r.l. provides relocation and immigration services to individuals, families and organisations moving to Italy. Our work is about welcoming people of different cultures, backgrounds and experiences, and making them feel respected and valued. We extend the same care to the people who work with us.

Through this Policy, Management, in consultation with the Steering Committee, adopts a Gender Equality Management System compliant with the Italian reference practice UNI/PdR 125:2022, integrated into the Quality and Environmental Management System already certified to UNI EN ISO 9001 and UNI EN ISO 14001.

## Scope

This Policy applies to all of the Company's Italian offices and local units, to all staff and to collaborators permanently integrated into the organisation. The Company also promotes its principles among the partners, local consultants and suppliers it works with.

## Our commitments

Management is committed to:

- integrating gender equality, diversity and inclusion into the Company's values and strategic choices, through a Strategic Plan with measurable objectives;
- promoting awareness and training on gender equality, stereotypes and unconscious bias at all levels, including Management;
- encouraging listening and dialogue, giving staff the opportunity to share opinions and improvement proposals, including anonymously;
- ensuring equal opportunities in access to employment, professional development and career progression, based solely on skills, abilities and results;
- ensuring pay equity between genders for the same level and role, and monitoring it over time;
- protecting parenthood before, during and after leave, maintaining contact with people on leave, encouraging the sharing of care responsibilities and promoting work-life balance solutions compatible with the organisation;
- ensuring a respectful working environment, with zero tolerance for any form of harassment, discrimination and physical, verbal or digital violence, and providing a reporting channel that protects those who report;
- assigning adequate responsibilities and resources to achieve gender equality objectives.

## Personnel and career management policy

The Company adopts gender-neutral recruitment, onboarding, appraisal and development processes. Job advertisements and role descriptions are worded neutrally and addressed to all genders. No questions about marriage, pregnancy or care responsibilities are asked during recruitment. Access to training, professional growth and positions of responsibility follows transparent, merit-based criteria, striving for a balanced presence of genders in positions of responsibility.

## Communication policy

The Company's internal and external communication, including its website, social media, promotional materials and communication with clients and partners, uses respectful and inclusive language, avoids gender stereotypes and contributes to a positive, non-stereotyped image of women. Communication materials are reviewed periodically. The Company communicates its commitment to its stakeholders and reports on it transparently.

### Implementation, monitoring and improvement

The Steering Committee and the Gender Equality Manager coordinate the implementation of this Policy and of the Strategic Plan. Results are measured through the indicators set out in UNI/PdR 125:2022, monitored at least annually and verified through internal audits. This Policy is communicated to all staff and stakeholders, published on the Company's website and reviewed at least annually during the Management Review, to confirm or update its contents.

Rome, 09/10/2026

Chairman of the Board and Chief Executive Officer  
**Gianluca D'Anna**



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