

Parenting and caregivers' support policy

OGR-CRT SCpA The joint-stock consortium OGR-CRT wishes to support its workforce at all stages of life. To this end, it has decided to promote a policy to help its employees handle maternity and paternity smoothly, supporting the employees who have to take care of their family members, whether elderly or in need, because care is the cornerstone of our everyday actions.

The company therefore dedicates special attention to maternity and paternity matters, fully respecting inclusiveness and creating favourable conditions for an optimal work-life balance for parents and those caring for elderly parents or a disabled child with special needs.

PARENTAL SUPPORT

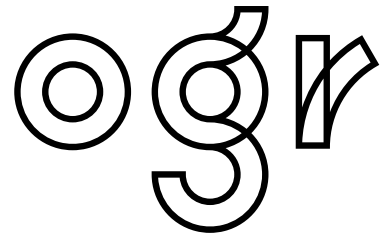
Purpose

The policy has a threefold objective of:

- providing support to new parents getting ready to welcome a new life (pre-birth period);
- providing support to new parents in their return to the company in terms of well-being and work & life balance (post-birth period);
- providing support to parents in raising young children.

Fully respecting inclusiveness, the policy concerns any type of family, and it is dedicated to all employees who are, or are about to become, mothers or fathers, whether they are natural or adoptive parents, opposite sex, same sex or single parents.

The policy aims to protect and support any employee requesting maternity or paternity leave from any sort of discrimination that would affect selection, career advancement or remuneration.



Particular attention will be dedicated to the communication between the mother-to-be and the Company, with the aim of keeping the professional relationship integrated (e.g. at birth, monthly, before returning to work).

PRE-BIRTH PERIOD

When declaring pregnancy or the arrival of a child in the family, each employee, if they wish, may arrange an appointment with the Human Resources department to be informed of their rights and duties at work as a future parent.

OGR Torino will further support parents by providing:

- a one-to-one meeting between the parent and their Supervisor, to arrange operations during the pregnancy months;
- a one-to-one meeting with the HR Manager to identify possible support measures during pregnancy.

During the gestation period, expectant mothers may agree with their Supervisor and the HR Manager to increase Smart Working days and flexible working hours, if required.

MANDATORY AND OPTIONAL MATERNITY LEAVE

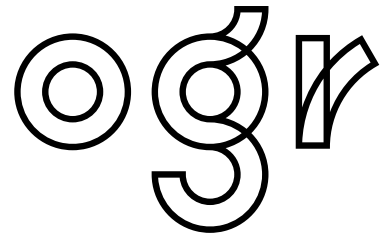
During the period of mandatory maternity leave, mothers, if they wish, may have scheduled meetings to be updated on activities and innovations involving the company.

BACK TO THE OFFICE

Before returning to work, a meeting will be scheduled between each parent, their Supervisor and the HR Manager to ensure that the resumption of activity will be as smooth as possible.

Workers coming back after any length of maternity or paternity leave should feel part of the organisation, returning to work in the same or equivalent role as before and under the same remuneration terms and conditions.

Corporate welfare will be paid in full in the case of both mandatory and optional maternity or paternity leave.



The Human Resources Department will arrange a number of briefings to facilitate the relationship between the new mother and her Supervisor, so as to identify mutual needs and expectations. Such briefings may be requested by the worker – should she feel the need – as well as at specific times (return to work, after three months, at the end of the breastfeeding period, after one year).

SHARED PARENTING

Shared parenting, and a greater involvement of fathers in family life is perceived as a value at OGR Torino. The objective of offering similar family-life opportunities for men and women is being pursued by:

- increasing the number of male employees taking parental leave;
- fostering the development of a culture oriented towards male-female collaboration on care matters.

SUPPORT FOR PARENTS

In addition to being entitled to Smart Working pursuant to the specific Regulation, when working remotely, parents of children under the age of 12 may pick up their children from school, informing by email their Supervisor and the HR Manager.

SUPPORT FOR CAREGIVERS

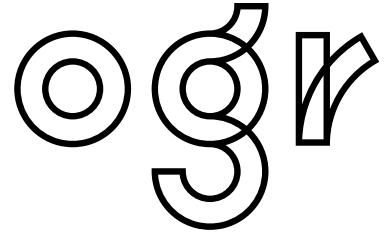
Purpose

The aim of the policy is to support those who take care of their family members, elderly or in need, who do not fall within the cases envisaged by current legislation.

The Company is committed to helping employees who have to take care of situations involving elderly or disabled family members yet to be formalised (Law 104) and it allows them to benefit from a certain flexibility in their working hours, to be agreed with their Supervisor and the HR Manager.

For caregivers self-certifying care duties, the company will offer, when feasible:

- the possibility of requesting temporary part-time hours;
- greater flexibility in working hours, in accordance with individual needs.



The Policy is systematically reviewed as part of training and internal audit activities, to protect the rights of parents and carers of elderly or distressed family members.

For the purpose of ensuring the correct application of the control system, the Direction is committed to providing the resources needed to sensitise all personnel to the absolute respect of the requirements contained in the policy.

The Gender Equality, Equity and Inclusion Policy envisages the definition and periodic review of the goals set, the achievement of which will be monitored through specific measurable indicators.

To pursue these objectives, the Direction has established a Steering Committee that works in close cooperation with the Human Resources function.

The Direction supervises and supports initiatives aimed at pursuing the objectives of this Policy in consultation with the Steering Committee, which has full responsibility and authority for its actual implementation.

Anyone detecting any non-compliance with this Policy should promptly report it at the following link: <https://ogrtorino.whistlelink.com>