



ODL recognizes the value of people and their differences through a diversified approach to human resource management that ensures equal opportunities for professional growth for all individuals within the company.

We believe that balanced and diverse leadership is important, and for this reason the contributions of both genders are equally considered in internal decision-making processes within the organization. For ODL, creating a culture of gender equality is at the core of its human capital management strategy, in order to guarantee excellent performance based on talent and long-term sustainability.

This policy applies to every ODL employee and is shared with all its key stakeholders, with the aim of having a greater impact within its value network and becoming a point of reference for other companies. This document complements ODL’s existing Quality policy and provides guidelines to be implemented through practices and processes for the creation of a work environment with equal gender opportunities throughout the entire cycle of selection, management, development, and career progression of employees.

**1. Recruitment and Hiring Process**

ODL is committed to attracting and hiring individuals with diverse backgrounds and abilities, pursuing gender equality during the recruitment and hiring phases by identifying a pool of candidates that is generally balanced between men and women. At the same time, ODL emphasizes the importance of meritocracy: experience, skills, and competencies guide the selection of the best candidates. The company also ensures that individuals involved in hiring processes, such as recruiters and managers, receive adequate training on gender equality and unconscious biases that may negatively impact selection processes.

**2. Performance Evaluation System**

The performance evaluation system encourages continuous dialogue between managers and employees, strengthening each individual’s commitment to company goals and challenges. During the process, the creation of development plans without any gender discrimination is also promoted, fostering constructive dialogue aimed at accountability through the use of feedback as a tool for continuous improvement.

In the “final evaluation” phase, Management, in collaboration with department heads, is committed to ensuring that the distribution of evaluations does not show gender-based discrimination.

ODL is committed to including Diversity and Inclusion as a dimension within its leadership model and, consequently, within its performance management system.

**3. Training, Professional Development, and Communication**

ODL offers equal development opportunities without any gender discrimination, defining transparent standards aligned with performance management and talent development processes.

Training sessions are provided for all employees to raise awareness on valuing differences, gender equality, inclusion, and the business impact of these topics. In particular, individuals in leadership and team coordination roles are made aware of unconscious bias and trained in inclusive communication. ODL ensures that both women and men are equally involved in all initiatives and training programs, with at least one training session per year.

The company is firmly committed to supporting and promoting women’s empowerment, in order to ensure a work environment in which all female employees can fully express their potential.

Finally, the company communicates its commitment to all external stakeholders during events or through publications on online channels (website, social media, etc.).



**4. Talent Development and Career Paths**

ODL promotes a culture based on meritocracy and respect for individuals regardless of gender. It ensures that talent development and succession planning processes include an appropriate selection of candidates from the less represented gender, with the aim of achieving gender balance in managerial positions (while always maintaining a strong focus on meritocracy).

Through talent development, ODL ensures that women and men are equally represented in internal appointment processes and that candidate lists for internal positions include fair representation from both genders.

**5. Definition of Short- and Medium/Long-Term Compensation Policies**

Compensation measures are based on principles of recognizing assigned responsibilities, achieved results, and the quality of professional contributions, taking into account the context and market benchmarks for similar roles or positions of comparable responsibility and complexity.

ODL guarantees fairness and equal access to the same compensation conditions for all employees, regardless of gender, and promotes actions and behaviors aligned with the company culture, in compliance with the principles of diversity, equal opportunity, enhancement of knowledge and professionalism, fairness, and non-discrimination.

**6. Management Aspects Related to Work Organization**

The company is committed to improving work-life balance for its employees at all stages of their personal and professional lives. This includes supporting employees during and after periods of extended absence from work, avoiding any discrimination during and after leave, enabling employees to stay in contact with the company during such periods, and facilitating reintegration upon return.

Finally, ODL is committed to preventing sexual harassment in the workplace through dedicated awareness initiatives on gender-based harassment, aimed at increasing awareness and guiding daily behavior. To this end, the organization has also established a channel through which all internal and external stakeholders can report harassment or violence experienced by ODL personnel.

**7. Termination of Employment**

ODL will implement a clear and shared exit interview process to collect qualitative feedback and analyze it in order to promptly identify processes, tools, or areas for improvement within the company. Particular attention is given to individuals leaving the company for gender-related reasons (e.g., not returning after maternity leave, difficulties balancing family responsibilities and professional life, etc.).

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**Management**