



Tarkett spa wants to ensure gender equality in relation to the presence and professional growth of women in the organization. In this sense, it intends to proceed with the valorization of the diversity present in the roles that operate in the organization and the conservation of processes capable of developing female empowerment in business activities.

Tarkett's attention, in the path that ensures the achievement and conservation of this goal, is focused on the following areas set out by the UNI PDR 125:2022 standard:

1. Culture and strategy
2. Governance
3. HR processes
4. Opportunities
5. Remuneration equity
6. Parenthood

Tarkett spa believes that the development of a cultural model that promotes gender equality, in addition to generating "social value" appreciated in the European economic and institutional context, constitutes a development factor for the business that Tarkett conducts.

The application of these principles is strengthened by implementing the Group Diversity & Inclusion program.

Results based on the satisfaction of the interested parties

For this reason, Tarkett spa wants to ensure gender equality through concrete actions that, in addition to being compliant with the requirements/indicators established in the individual areas indicated, are of real and concrete appreciation by the women present in the organization, who are the real interested parties.

Tarkett spa, with the desire to pay attention to this satisfaction at any time and in any circumstance of the working life of women in the organization, has chosen to look at this "life cycle" through the following aspects:

- Selection and hiring (recruitment)
- Career management
- Salary equity
- Parenthood, care
- Work-life balance
- Prevention of abuse and harassment

For each of the following aspects, the organization has established more specific policies that are reported below. For each policy that expresses the principles that the organization is inspired by, the organization has associated specific and measurable equality objectives indicated in the strategic plan.

SPECIFIC POLICIES FOR GENDER EQUALITY

Tarkett, in relation to the analysis of its business processes, has understood and established the principles to be respected in reference to each of the following points. These principles constitute the inspiring criteria of the processes aimed at addressing:

- the existing gaps in reference to the indicators established by the UNI PdR 125:2022 practice,
- the needs of women in the organization, seen as the main parties interested in the concrete results of the system

POLICIES:

1) SELECTION AND RECRUITMENT

Our organization, in the activities of selection and hiring of personnel to be employed in business activities, respects, with a view to improvement, the following principles:

- The selection of the candidate must be carried out in a gender-neutral manner;
- the selection criteria must take into account the requirements aimed at personal qualities such as professionalism, competence, specialization, experience;
- in the selection process, aspects relating to marriage, pregnancy and family responsibilities are not subject to evaluation;
- The selection must consider that the presence of women and men in the staff must be balanced with respect to the total number of people present;
- The roles referred to managers, business unit managers, reporting to the top and with budget delegation, must be distributed in a balanced way;
- The job position, foreseen during the hiring phase, must provide for a remuneration related to the tasks and responsibilities and not influenced by gender;
- The selection must consider that the percentages of women and men whose contract provides for variable remuneration are balanced.

2) CAREER MANAGEMENT

Our organization is aware that the economic results achieved also depend on the human resources that work there and all the opportunities for the development of such career intends to refer them only to the results and to the merit of the person regardless of gender. Our organization, with a view to improvement, manages the careers of internal staff by respecting the following principles:

- the assignment of roles and tasks must consider a gender leadership balance;
- the design of career paths and their presentation must be addressed regardless of gender;
- staff career paths are accessible to all people who can ascertain, in a transparent manner, the maintenance of balances related to gender equality;
- the working environment in which most of the day is spent must ensure the possibility (technological and physical) for all people to express themselves and well-being seen as safety and comfort;
- training for the development of skills and awareness represents a fundamental process intended to remove any career difficulties and restore any gender leadership balances;
- Promotions always take into account the gender balance in reference to the functional level.

3) SALARY EQUITY

Our organization, in the hiring phase and throughout the career of the staff, intends to ensure salary equity regardless of gender. The organization does not consider asymmetrically the costs to be incurred to remunerate people of different genders. In providing for the determination, payment and modification of remuneration, the organization respects the following principles:

- The remuneration of people is recognized in relation to the role and responsibilities and, any additions by way of benefits and bonuses to such remuneration, are understood to be exclusively based on the results produced and recognized;
- The criteria for remuneration, bonuses and benefits are documented;
- Anyone within the organization is recognized the right to report any disparities.

4) PARENTHOOD, CARE

Our organization don't want to constitute any obstacle to parenthood, supporting motherhood and fatherhood through activities designed to meet the needs of those who, due to their status connected to parenthood, must balance their commitment between work and new needs that have emerged. The organization supports this intention considering the following principles:

- Motherhood and fatherhood are supported by training, information and reintegration programs;
- Motherhood is assisted before, during and after birth;
- Paternity leave must be promoted so that all potential beneficiaries can take advantage of it for the entire period provided for by law
- Returns from leave are supported by specific re-orientation initiatives;
- The organization takes an active role in supporting, with concrete initiatives, caregiver activities (taking care of the unborn child).

5) WORK-LIFE BALANCE

Our organization wants to provide its staff with the opportunity to manage the time to dedicate to life and work through a balance that takes into account both the company's business objectives and the worker's psychophysical well-being resulting from greater freedom of self-determination. The principles of the work-life balance are the following:

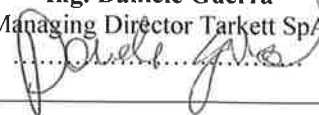
- Work-life balance measures are aimed at all staff regardless of gender;
- The organization adopts part-time, flexible hours and smart working;
- The organization is equipped with IT systems that allow all staff who work from outside to carry out their work activities without any obstacles, to participate in company relations and to access all training and information activities.

6) PREVENTION OF ABUSE AND HARASSMENT

Our organization repudiates any form of abuse and harassment and for this purpose carries out a zero-tolerance prevention and repression of the phenomenon. The organization implements its prevention through concrete actions whose principles include:

- That the risks related to abuse and harassment are identified;
- That the organization plans prevention actions in relation to this risk;
- The possibility of reporting suspicions and/or facts related to abuse and harassment;
- The absolute protection, by the organization, of the reporting persons from any subsequent retaliation;
- That the organization analyzes and understands any episodes of abuse and harassment;
- The development of kind and gender-neutral communication.

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