

GENDER EQUALITY PLAN

This document presents the Gender Equality Plan (GEP) of Fondazione Piemonte Innova (FPI).

Version 1.0

Fondazione Piemonte Innova

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HISTORY OF THE DOCUMENT

VERSION	DATE
1.0	April 2025

1. INTRODUCTION

INTRODUCTION TO THE DOCUMENT AND TO GENDER EQUALITY IN FPI

Fondazione Piemonte Innova (FPI), in line with European and national guidelines and in compliance with applicable legislation and with Objective 5 of Sustainable Development Goals - *Achieve gender equality and empower all women and girls*, promotes and upholds the principle of gender equality and respect for diversity across all its activities. FPI actively encourages equal opportunities for women and men in research programmes and projects, while fostering a working culture that addresses persisting gaps and inequalities.

FPI firmly believes that gender equality is a driver of economic growth and development, equal participation in economic life and economic and social decision-making broadens perspectives which is essential for driving innovation and performance.

FPI, being thus aware that many structural barriers to gender equality in research and innovation persist, and in line with current national and EU guidelines (Gender Equality Strategy 2020-2025, European Commission), developed a Gender Equality Plan (GEP) in 2025 as a further step to foster gender balance. The GEP is part of a broader process aimed to approach all areas of sustainability that FPI started in 2024.

This plan represents a key step forward, guiding the organisation in implementing concrete measures aimed at promoting gender balance, removing systemic obstacles, and supporting a more inclusive, fair, and equitable research and innovation ecosystem.

OBJECTIVES OF THE DOCUMENT

The objectives of FPI's GEP are the following:

1. Promotion of gender equality, diversity, inclusion and wellbeing.
2. Description of the current situation in FPI, acknowledgement of the results already achieved and identification of possible improvements.
3. Identification and implementation of innovative practices and concrete actions.
4. Continuous review and monitoring of the strategy.

GEP WORKING TEAM

The GEP takes into consideration the Statute of Fondazione Piemonte Innova, the Ethical Code, and the Strategic Plan set by top management.

It is mainly written by a specific working team, composed by Federica Lombardi as Equal Opportunities Representative, Chiara Cavanna as Head of Communication and Sustainability, Silvana Sanfeliu Giaimo as Head of Internationalisation, Laura Morgagni as General Director. This team also ensures application, monitoring and continuous improvement of the GEP.

The plan also includes contributions of FPI's Sustainability Team, the Welfare Manager, the Representative for Workers' Safety and the Head of Compliance.

FPI has chosen this integrated approach to ensure the alignment of the Plan with the organisation's founding principles and compliance with regulatory and ethical standards. By incorporating different perspectives, the GEP is designed to support an inclusive and responsible organisational development path, reinforcing a shared commitment to gender equality and continuous improvement.

2. FPI PROFILE AND OVERVIEW

WHO IS FPI

Fondazione Piemonte Innova (FPI) is an Italian government-supported agency for innovation and Digital Transformation. Its mission is to contribute to regional and national competitiveness, by accelerating companies that use technologies for their strategic development and supporting the institutions in planning and managing innovation processes. FPI facilitates connections and relations between companies (especially Small and Medium Enterprises - SMEs), research centers, policy makers, municipalities, and other stakeholders, both public and private, to create opportunities for collaboration for technology transfer, development of R&D projects, pilot and demonstration of solutions, adopting of innovative solutions by public administrations, etc.

FPI has always been interested and active in inclusion topics inside the organisation. It has recently started supporting and promoting funding initiatives that aim at increasing gender inclusion among companies that are part of its network. Moreover, FPI has recently increased its involvement in proposals and projects addressing gender gap, equality and discrimination topics.

OVERVIEW OF PIEMONTE INNOVA'S WORKFORCE

The organisation's information related to workforce has been organised according to the requirements of GRI 102-8 "Information on employees and other workers" and GRI 405-1 "Diversity in governance bodies and among employees".

The presented data refers to 31/12/2024, as reported in the document "*Relazione di genere sulla situazione del personale maschile e femminile art. 47, comma 3 DL 77/2021*" (Gender report on the situation of male and female staff, Article 47, paragraph 3 of Law Decree 77/2021).

Total number of employees by gender

WOMEN	MEN	TOTAL
26	16	42

Composition of employees by employment category

Top Management

WOMEN	MEN	TOTAL
1	1	2

Number of managers (“quadri”)

WOMEN	MEN	TOTAL
5	2	7

Staff

WOMEN	MEN	TOTAL
20	13	33

Composition of employees by gender and age

Number of employees between 18-29 years old

WOMEN	MEN	TOTAL
5	5	10

Number of employees between 30-49 years old

WOMEN	MEN	TOTAL
12	8	20

Number of employees over 50 years old

WOMEN	MEN	TOTAL
9	3	12

Composition of employees by gender and contract type

Number of employees hired on permanent contracts

WOMEN	MEN	TOTAL
21	12	33

Number of employees hired on fixed-term contracts

WOMEN	MEN	TOTAL
5	4	9

Number of part-time employees

WOMEN	MEN	TOTAL
0	0	0

Composition of Top Management

ROLE	GENDER
President and legal representative	M (from July 2025: F)
General Director	F
Vice-President	M

3. GOVERNANCE AND INSTITUTIONAL COMMITMENT

WHAT FPI HAS DONE SO FAR

Over the past years, Fondazione Piemonte Innova has advanced its commitment to promote gender equality and foster an inclusive work environment. It has progressively introduced policies, initiatives, and organisational practices to enhance its internal and external commitment to these topics. Some of these actions include:

- The creation of the Sustainability Team and appointment of a Gender Equality Representative
To ensure a coordinated and structured oversight of equality-related matters, FPI designated a representative responsible for gender equality actions, who is part of the Sustainability Team.
- The signature of the *Carta delle Pari Opportunità* promoted by Fondazione Sodalitas.
By signing this charter, FPI publicly committed to adopting principles, policies, and monitoring mechanisms that promote equal opportunities and prevent discrimination in the workplace.
- Preparation of the *Relazione di genere* on the situation of male and female staff (art. 47, comma 3, DL 77/2021)
FPI produced the gender report, strengthening transparency regarding gender distribution, roles, career paths, and compensation within the organisation.
- Continuous update of FPI's Ethical Code
The Ethical Code is periodically revised to reinforce principles related to respect, equal treatment, inclusion, and prevention of discriminatory behaviours.
- Publication of the 2023 Social Impact Report and of the 2024 Sustainability Rating issued by the Ecomate rating agency.
These tools help integrate gender equality within a broader sustainability perspective, ensuring accountability and alignment with ESG criteria.
- Membership in the STEM by Women network and collaboration with other relevant networks (APID, Wegrate, Torino Città per le Donne, etc.)
By engaging with local and international networks, FPI contributes to knowledge exchange and awareness initiatives on women's participation in STEM and entrepreneurship.
- *Sustainable Events Policy*
adoption of gender-balance criteria in the composition of event panels, in line with the Sustainable Events Policy

These implemented actions are part of a strategic approach, aligned with national requirements and with the organisation's broader sustainability objectives.

RESOURCES

Fondazione Piemonte Innova ensures the effective implementation of the Gender Equality Plan through the allocation of dedicated human resources and internal competencies.

The Gender Equality Officer (Referente per le Pari Opportunità) oversees the implementation of the GEP actions in collaboration with the Sustainability Team, ensuring coherence with the Foundation's sustainability strategy and ESG commitments. For the development and implementation of the GEP are also consulted key internal roles, such as the Welfare Manager, the Representative for Workers' Safety, and the Head of Compliance.

Where necessary, Fondazione Piemonte Innova may complement internal expertise with external advisors or training providers, particularly for reporting and capacity-building activities.

4. KEY AREAS AND OBJECTIVES OF FPI

WORK-LIFE BALANCE AND ORGANISATIONAL CULTURE

Working hours

FPI fosters a workplace culture that values flexibility, mutual trust and employees' well-being. All the staff members can access flexible working models and a range of tools for remote collaboration.

FPI has decided to implement a flexible smart working policy which combines the needs of the organisation with the employees' personal needs, specifically in terms of parental and family-care responsibilities. Remote working is allowed from private households, wherever the employees prefer to work, as long as cybersecurity and safety measures are met.

Indeed, during smart-working days, there are two mandatory working hours, namely: from 10:00 a.m. to 12:00 p.m. and from 2:00 p.m. to 5:00 p.m.

Smart working is regulated through singular arrangements between the employer and the employee, as regulated by law n. 81, 22 May 2017 and it is granted to all workers, except in specific and exceptional cases, such as temporary assignment. Everyone is granted smart working for a minimum of two days per week, but personal circumstances are taken into account when adjusting the number of days on which remote working is permitted.

Sensibilization activities

FPI has engaged in promoting participation to events on sustainability and gender equality. Relating to gender equality, FPI participates to the event *Just the Woman I am*.

- *Just The Woman I Am takes place in tandem with International Women's Day, in the first week of March. The rationale behind this choice is the desire to link the event to crucial issues such as gender equality, prevention and the promotion of healthy lifestyles. From this perspective, sport and physical activity become the perfect vehicle for promoting these values, especially when shared in the festive atmosphere that has characterised JTWIA since its first edition.*
Participation in Virtual Mode has further extended the involvement and impact of the event, a pink explosion that has reached four continents, giving rise to the first global event in support of university cancer research.

FPI will continue to support these kinds of initiatives to promote an inclusive corporate culture, enhance people's well-being and strengthen our concrete commitment to social sustainability and active participation in the community.

GENDER BALANCE IN LEADERSHIP AND DECISION-MAKING

FPI ensures gender-balanced representation across all levels of governance and project coordination. This commitment is reflected in the composition of its teams, in the transparency of the processes, and in the continuous effort to create an environment where diverse perspectives contribute to strategic choices and organisational growth.

To support this objective, FPI ensures all stakeholders are aware and have easy access to the information about the gender equality policy and GEP implementation.

Moreover, regular updates about gender-related initiatives, progress made, and upcoming actions are promoted internally through dedicated email communications and during periodic Sustainability meetings. These meetings are moments of alignment, learning, and collective awareness to reinforce a shared commitment to fostering an inclusive and balanced organizational culture.

GENDER EQUALITY IN RECRUITMENT AND PROFESSIONAL DEVELOPMENT

FPI is committed to ensuring fairness, transparency, and equal opportunities throughout all phases of recruitment and employee evaluation. The organization has already implemented a formal Recruitment Policy that sets clear criteria for hiring. Building on this foundation, FPI reviews its recruitment processes and procedures to identify areas where adjustments may be needed, ensuring continuous improvement and alignment with best practices in gender equality and inclusive hiring.

FPI ensures the use of inclusive and non-discriminatory language in all job postings and recruitment communications. In addition, FPI will develop a practical vademecum that provides concrete guidance on appropriate behaviours, inclusive communication, and objective evaluation standards to be adopted during both interviews and performance assessments. This tool will support all staff involved in hiring and appraisal activities, helping to foster a consistent, respectful, and unbiased approach across the organization.

Moreover, FPI promotes equitable access to upskilling and reskilling initiatives, particularly in the areas of digital innovation, artificial intelligence, cybersecurity and sustainability.

INTEGRATION OF THE GENDER DIMENSION INTO RESEARCH, TRAINING AND PROJECTS

Fondazione Piemonte Innova ensures that research activities carried out and promoted are aligned with gender equality principles, even if most of its research is not directly related to the topic and may not involve gender-related data. The organisation ensures that developed studies, analysis, events and projects are not influenced by gender-related bias. Moreover, internal working and research groups are established based on individuals' competencies and areas of expertise, ensuring a merit-based and gender-neutral selection process.

There are specific cases in which FPI has a more active role related to gender equality, for example:

- Fondazione Piemonte Innova is partner of *NODES - Nord Ovest Digitale e Sostenibile*, a project funded thanks to Italian National Recovery Plan. The project, in line with the NRP, had gender equality as cross-cutting objective. It was seen as a priority and saw the allocation of resources and the introduction of measures to improve women's opportunities and reduce gaps. Fondazione Piemonte Innova is responsible for supporting innovation capacity and territorial engagement in

the aerospace and sustainable mobility sectors, attracting and involving different target stakeholders in the project activities, both locally and international, and managing relationships across the innovation ecosystem.

- DEA Project (Digitale, Equità, Azioni), carried out by Fondazione Piemonte Innova together with Fondirigenti and the University of Turin, aimed to reduce the gender gap in STEM and managerial roles. It promoted a more inclusive corporate culture by supporting SMEs in identifying barriers, sharing good practices, and co-designing practical measures to improve gender equity. Through surveys, workshops, and collaborative sessions, the project developed a set of actions, self-assessment tools, and new competency profiles to help companies foster female participation in high-tech sectors and leadership positions. It ultimately produced a replicable model for organizations seeking to strengthen diversity, equity, and inclusion.

MEASURES AGAINST GENDER-BASED VIOLENCE, INCLUDING SEXUAL HARASSMENT

FPI is strongly committed to preventing and addressing all forms of gender-based violence, including sexual harassment, within the workplace. To reinforce this commitment, the Ethical Code has been updated to include clearer and more comprehensive clauses on this point. These updates ensure that all employees understand their rights and responsibilities, as well as the protections available to them. The Responsible for Workers' Safety (RLS) actively participates in the review and implementation of these measures, contributing to the development of practical guidelines, risk-prevention actions, and awareness initiatives.

Moreover, the Ethical Code is available on the organisation website to ensure transparency and easy access for all stakeholders. As part of FPI's commitment to building a safe and respectful culture from the very first day, the onboarding process of new employees requires the reading and acknowledgment of the Ethical Code. New employees are thus introduced to its key principles and related procedures to ensure that expectations, behaviours, and reporting mechanisms are clearly understood from the outset.

5. MONITORING AND CONTINUOUS IMPROVEMENT

FPI follows a structured approach to monitor and continuously improve its Gender Equality Plan, ensuring that all measures remain effective and aligned with organisational needs.

The implementation of an annual review of the gender equality policies, along with the quantitative indicators related to FPI's activities, help assess outcomes and identify areas for further enhancement. The organisation also performs an annual evaluation of the data and metrics outlined in Section 2 of the GEP, enabling continuous monitoring. In addition, FPI carries out the mandatory annual review of the *Relazione di genere* on the situation of male and female staff, as required by national legislation, to ensure full compliance and to integrate these insights into the broader monitoring framework. Through these systematic review processes, FPI remains committed to achieving measurable progress and sustaining a culture of continuous improvement in gender equality.

The progress and achievements of the GEP are also presented in an annual basis to the employees. It is done during the "Sustainability" meetings, this ensures transparency and fosters shared accountability.

The GEP's next review is foreseen for September 2026.

Fondazione Piemonte Innova
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(Direttore)

Firmato in originale