

# Our Gender Equality Policy

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## **1. Introduction**

Legance – *Avvocati Associati* ("Legance" or the "Firm") is an independent Italian law firm established with the aim - which it has achieved - of becoming one of the leading full-service law firms on the Italian and European markets.

In its governance, Legance has drawn-up the following Gender Equality Policy, the '**Policy**', which contains the principles and guidelines that outline the Firm's commitment to gender equality, diversity and women's empowerment.

The regulatory framework on which this Policy has been based, is the UNI/PdR 125:2022 standard "Guidelines on the Gender Equality Management System" that provides for the adoption of specific KPIs (Key Performance Indicators) relevant to Gender Equality Policies in organisations.

The **Gender Equality Policy** is closely connected to the **Sustainability Policy** and the **Code of Ethics** adopted by Legance, and further expands and details the areas specifically related to gender equality.

## **2. Legance's gender equality principles**

Legance has adopted a UNI/PdR 125 management system, which operates with an approach that supports equal opportunities between men and women and does not allow for any form of direct or indirect discrimination based on age, gender, sexuality, physical health and fitness, race, nationality, religion or political beliefs.

Legance also undertakes to eliminate all forms of violence against women by promoting the necessary conditions to remove cultural and physical obstacles, for example, by improving the use of technology, in particular information and communication technology, also in the knowledge that it has a positive impact on the empowerment of women.

Legance undertakes to safeguard the value of individuals, by promoting respect and, in particular, freedom, dignity and the development of the individual's personality, in order for each individual to feel included and be able to achieve their full potential.

This commitment is reflected in the strategy used for managing and developing the workforce and creating an inclusive and caring environment: Legance's strategy in accordance with the UNI/PdR 125 standard is detailed in the **Gender Equality Strategic Plan**, which is the most important tool for planning, implementing and monitoring all the measures designed by Legance to achieve its equality goals.

Legance's Gender Equality Strategy, through the Strategic Plan, is based on the following areas of research and action:

### **2.1 Recruitment and hiring**

Legance undertakes to select the Firm's professionals and employees through processes based on transparency and merit, while respecting the private life of the candidate and limiting requests to only the information necessary to verify the characteristics corresponding to the professional role being sought.

### **2.2 Career development**

Legance undertakes to ensure fair, equitable and merit-based working conditions built on mutual respect; the Firm is also committed to adopt programs aimed at encouraging ongoing professional training and the growth of young talent, for example, by providing specific guidelines regarding study leave in preparation for the bar exam, allowing and encouraging secondment abroad and/or at companies, and by offering opportunities for study and in-depth learning in different areas of law through an in-house training program.

### **2.3 Equal pay**

Legance undertakes to ensure transparent regulation regarding career paths and to promote programmes and initiatives aimed at enhancing young talent, equality, equity and inclusion, as set out in the internal procedures governing the annual remuneration process.

### **2.4 Parenting and care**

Legance undertakes to adopt specific measures to support parenthood (for example, maternity leave for female professionals in addition to the benefits offered by the *Cassa Forense*, as provided in the Internal Regulations for Professionals the choice of part-time and paternity leave as set out in the Code of Conduct for Professionals).

### **2.5 Work-life balance**

Legance undertakes to promote the so-called "work-life balance" with working arrangements such as, by way of example, working from home, which make it possible to balance private life and work (for example, adoption of the policy that regulates staff working from home).

### **2.6 Prevention of all forms of physical, verbal, digital abuse (harassment) in the workplace**

Legance undertakes to maintain a healthy and safe working environment and to prevent health and safety risks by providing a working environment where violence, harassment, intimidation and forms of discrimination of any kind are prohibited and by providing specific training at all levels on “zero tolerance” relating to any forms of violence, including sexual violence, in all its forms.

### **3. Communication**

With regard to **communication** (marketing and advertising activities), Legance bases its internal and external communication on being **responsible**, avoiding gender stereotyping in its advertising or promotion campaigns, striving to spread a positive image of women and using language that respects gender diversity.

Legance undertakes to ensure that communication is consistent with the principles of the Policy and the objectives set out and implemented through the Gender Equality Strategic Plan.

In this regard, the Firm undertakes to ensure that **gender is represented equally among the speakers of panels at round tables**, conferences or other events, including academic events, to which Legance is invited or organises directly.

### **4. Gender Equality Steering Committee**

In compliance with the UNI/PdR 125 standard, Legance has set up a **Gender Equality Steering Committee**, which monitors the effective adoption and ongoing implementation of this Policy and all issues related to Gender Equality.

### **5. Monitoring and constant improvement**

Legance undertakes to define and periodically update the Gender Equality Strategic Plan to keep track of and monitor the progress of the actions planned in order to achieve its equality objectives.

Following the results of the Periodic Review process, the Firm can identify additional, quantifiable, achievable and realistic objectives, with the ultimate aim of **constant improvement**.