

## **INTEGRATED POLICY FOR QUALITY AND GENDER EQUALITY**

### **Introduction**

Pumais Due S.r.l. (hereinafter “Company”) is committed to providing high-quality film and television post-production services, while promoting an inclusive and equal work environment. The integrated policy reflects the Management’s commitment to ensuring operational excellence and the enhancement of human resources, in accordance with the UNI EN ISO 9001:2015 standard and UNI/PdR 125:2022.

### **Commitment to Quality**

The Company places the customer at the center of its activities, committing to meeting and exceeding expectations through continuous improvement of the processes and services offered. The quality objectives include: • Providing post-production services that meet contractual and regulatory requirements. • Implementing advanced and innovative technologies. • Constantly monitoring and improving customer satisfaction. • Ensuring continuous training of staff to maintain high levels of competence.

### **Commitment to Gender Equality**

The Company is equally committed to promoting gender equality and creating an inclusive and respectful work environment. Commitments to gender equality include: • Adopting hiring and personnel management practices that enhance diversity. • Implementing fair and transparent compensation policies. • Supporting family welfare through flexible working arrangements. • Promoting the visibility and contribution of women within the company. • Raising staff awareness of equal opportunities and female empowerment.

### **Specific Objectives**

Aware of its commitments, the Management is committed to: • Reducing the pay and pension gap between men and women. • Promoting women's participation in corporate decision-making processes. • Promoting a work-life balance through smart working and flexible hours. • Countering gender stereotypes and supporting victims of violence and discrimination.

### **Monitoring and Implementation**

The integrated policy for quality and gender equality is monitored through periodic reviews and feedback from staff and stakeholders. The objectives are reviewed annually to ensure their continued relevance and effectiveness. The policy is communicated to all staff and published on the company website to ensure transparency and involvement.

**Rome 15 April 2024**

*Stamp and signature Legal representative*

