



Gender Equality Policy

PG 01
Ed.1 Rev. 01
dated 09.02.2026



GENDER EQUALITY POLICY

IRS ITALIAN REMOTE SENSING S.R.L.

Registered office: Via Vittorio Emanuele II 93, 86033 Montefalcone nel Sannio (CB), Italy

VAT No. and Tax Code 01631860705

	Gender Equality Policy	PG 01 Ed.1 Rev. 01 dated 09.02.2026
---	--	---

Revision History

REVISION	DATE	DESCRIPTION	PREPARED BY	APPROVED BY
00	25.03.2025	First issue	Luca Rampa	Luca Rampa
01	09.02.2026	New GEMS Manager; sites; EU and national references; area-specific commitments; resources, training, reporting channels; monitoring and dissemination	GEMS Manager T. Ficocelli	Sole Director L. Rampa

MISSION AND STRATEGIC VISION

IRS Italian Remote Sensing S.r.l. is a company operating in the airborne remote sensing sector. The company uses a fleet of aircraft and state-of-the-art sensors to carry out high-precision surveys, employing digital photogrammetric, LiDAR, thermal, multispectral and hyperspectral technologies. With these tools it develops advanced cartographic products such as orthophotos, digital terrain and surface models, three-dimensional reconstructions and integrated solutions for GIS and BIM systems. IRS does not merely supply data: it also provides support and training services throughout the design phases, working alongside public bodies, companies and professionals. The company's activities extend beyond national borders, with projects carried out in Europe, Africa and Central America, and are applied in fields ranging from environmental monitoring and land-use planning to the management of infrastructure and natural resources.

The registered office is located at Via Vittorio Emanuele II 93, Montefalcone nel Sannio (CB), and is not permanently staffed. Activities are carried out at the operational site in C.da La Caia 5/D, Busso (CB), which houses management, the administrative and human resources functions and all the processes of the Gender Equality Management System, and at the operational site in Via Giacomo Peroni 130, Rome, which is dedicated to service delivery (data processing, navigation and flight operations). The site in C.da Valle di Stefano 19, San Marco dei Cavoti (BN) is not permanently staffed. This Policy applies to all sites and to all personnel, including those working remotely or on business travel.

The company is present on several social media platforms, including LinkedIn, Facebook and Instagram, where it shares news and updates on its events.

THE PATH TOWARDS GENDER EQUALITY

To strengthen its mission, and consistent with its strategic vision of sustainable and inclusive growth, IRS Italian Remote Sensing S.r.l. has chosen to adopt a Gender Equality Management System (GEMS) compliant with UNI/PdR 125:2022. This system provides valuable support in guaranteeing equal opportunities for the presence and professional development of women, promoting an inclusive corporate culture and initiating processes that foster women's empowerment.

For IRS Italian Remote Sensing S.r.l., the certification obtained in 2025 is not a point of arrival but the start of a structured path towards implementing gender equality policies, geared to continual improvement. The objective is to progressively reduce the gender gap, with tangible benefits in terms of people's well-being, the enhancement of human capital and competitiveness, as well as positive ethical and reputational effects.

GUIDING PRINCIPLES

The fundamental principles underpinning the Gender Equality Policy of IRS Italian Remote Sensing S.r.l. are:

- **IMPARTIALITY AND INCLUSIVENESS**
- **FAIRNESS AND TRANSPARENCY**
- **VALUING OUR PEOPLE**
- **PROTECTION OF THE INDIVIDUAL**
- **COMBATING ALL FORMS OF VIOLENCE AND DISCRIMINATION**

IRS ITALIAN REMOTE SENSING S.R.L.

Registered office: Via Vittorio Emanuele II 93, Montefalcone nel Sannio (CB)

Page 2 of 4



Gender Equality Policy

PG 01
Ed.1 Rev. 01
dated 09.02.2026

The care with which IRS Italian Remote Sensing S.r.l. focuses its commitments, so that its GEMS meets the requirements specified in UNI/PdR 125:2022, is inspired – in line with the European Union Gender Equality Strategy 2020-2025, the Roadmap for Women's Rights presented by the European Commission in March 2025 and the Italian National Strategy for Gender Equality 2021-2026 – by the pursuit of the following objectives:

- ✓ increasing women's participation in the labour market;
- ✓ reducing the pay and pension gap between men and women, not least in order to combat women's poverty;
- ✓ promoting equality between women and men in decision-making;
- ✓ combating stereotypes and gender-based violence, and protecting and supporting victims.

MANAGEMENT COMMITMENT

In order to achieve the principles and objectives defined, the Management of IRS Italian Remote Sensing S.r.l. considers it essential to adopt, on an ongoing basis, an organisational model capable of promoting gender equality and of fostering equity and inclusion.

IRS Italian Remote Sensing S.r.l. undertakes to:

- adopt suitable tools to prevent all forms of gender discrimination and to counter any behaviour detrimental to the dignity of individuals, regardless of their role or level of responsibility;
- value diversity in every company process, from the selection and management of human resources to access to training, from the definition of remuneration policies to performance appraisal and reward systems, through to the selection of suppliers and the delivery of services;
- support the organisational and family well-being of its employees by encouraging flexible working arrangements (smart working, part-time work, flexible hours) that make it easier to reconcile private and professional life;
- promote initiatives to inform, raise awareness among and engage personnel on equal opportunities and women's empowerment, avoiding stereotypes and recognising the contribution of women in every area of the company;
- adopt internal and external communication, including through marketing and promotional activities, that transparently declares the company's commitment to gender equality and to the enhancement of diversity;
- ensure the resources necessary for the Gender Equality Management System, by appointing the System Manager (GEMS Manager) and the Gender Equality Steering Committee and by allocating a dedicated annual budget, defined in the Strategic Plan;
- guarantee all personnel, at every site and including those working remotely or on business travel, training on gender equality, inclusive language and the prevention of harassment;
- ensure reporting and listening channels accessible to all personnel, including remotely, that guarantee confidentiality and protection against any form of retaliation;
- comply with the legislation in force on equal opportunities, the applicable National Collective Labour Agreement (CCNL) and the commitments made to interested parties;
- set measurable objectives, monitor them through the UNI/PdR 125:2022 indicators and pursue continual improvement.

SPECIFIC GENDER EQUALITY POLICIES

These are more specific gender equality policies which provide the input necessary to draw up the Gender Equality Strategic Plan and to identify, develop and implement the procedures specifically dedicated to gender equality, according to the organisation's context.

The gender equality policies, developed in relation to this Policy, concern the topics of the Strategic Plan:

1. Selection and recruitment
2. Career management
3. Pay equity
4. Parenthood and care
5. Work-life balance



Gender Equality Policy

PG 01
Ed.1 Rev. 01
dated 09.02.2026

6. Prevention of all forms of physical, verbal and digital abuse (harassment) in the workplace
Specifically, the commitments undertaken by *IRS Italian Remote Sensing S.r.l.* are as follows:

Selection and recruitment

Job advertisements drafted in neutral language and addressed to all genders; objective selection criteria linked to the requirements of the Job Description Manual; structured interviews with, wherever possible, people of both genders taking part; no questions on marital status, pregnancy, family responsibilities or family plans; an induction and mentoring programme for every new hire (Procedure 13).

Career management

Promotions and assignment of roles based on the evaluation requirements defined in the Job Description Manual and on the annual performance appraisal, not on seniority or on personal or family circumstances; equal access to training and growth opportunities; annual monitoring of promotions and assignments by gender (Procedure 13).

Pay equity

Remuneration determined on the basis of the applicable CCNL and the Job Description Manual, with no gender differences for the same job and level; individual pay elements governed by specific agreements, and individual merit bonuses awarded according to predefined and verifiable criteria; analysis of the gender pay gap at least once a year, with corrective action in the event of unjustified differences; information to personnel on remuneration criteria (Procedure 13).

Parenthood and care

Protection of maternity and paternity and promotion of the sharing of care responsibilities, with information to personnel on leave and permits; a meeting before the absence and upon return, with a reintegration and mentoring plan; absences for parenthood and care do not affect appraisal, remuneration, bonuses or career progression (Procedure 13).

Work-life balance

Flexible hours, part-time work and smart working, where compatible with the technical and operational requirements of flight and survey activities; business travel scheduled with adequate notice and with attention to care needs (Work-life balance policy – document 11).

Prevention of all forms of physical, verbal and digital abuse (harassment) in the workplace

Zero tolerance of any form of harassment, violence and discrimination (documents 07 and 09); reporting channels, including anonymous ones, accessible to all personnel at every site and remotely, with protection of confidentiality and a ban on retaliation (documents 18 and 19); periodic training and awareness-raising for personnel.

MONITORING AND IMPLEMENTATION OF THE POLICY

Management, with the support of the GEMS Manager and the Gender Equality Steering Committee, translates this Policy into measurable objectives in the Gender Equality Strategic Plan (document 06), monitors its implementation through the indicators of the KPI Dashboard (document 08) and reviews its suitability at least once a year during the Management Review (document 17), making any necessary amendments or additions.

DISSEMINATION OF THE POLICY

The gender equality policy is communicated and disseminated to all personnel and interested parties through internal communication (distribution to all personnel, posting at the Busso and Rome sites, availability to those working remotely or on business travel) and publication on the corporate website; it is also presented to newly hired personnel during induction.

09.02.2026

The Sole Director

Luca Rampa