

Model Maker Group Srl, referred to as "MMG" has always evaluated the skills and abilities of its staff, **avoiding prejudice and stereotypes**. However, the decision **to implement a system in compliance with UNI/PdR 125:2022**, marks a turning point, **initiating a concrete process designed to encourage an inclusive culture, free of unconscious biases, which values all employees equally**.

MMG promotes non-discrimination and equal opportunities in professional development and promotions, basing them solely on skills and abilities.

For workforce planning, in line with the principles of inclusion, the skills and knowledge required for present and future roles are explicitly stated, with any gaps being filled through training.

Through effective HR management, **all personnel involved in production, development and service delivery benefit from decent work, safe environment, and impartial and respectful treatment.**

MMG recruitment policies are implemented to foster diversity in its broadest sense, bringing value and new impetus to all company sectors and areas.

MMG's approach to human resources management is rooted in fostering a culture based on mutual exchange. **The Company is committed to creating an accessible and respectful workplace that encourages inclusion and a sense of belonging. Proper communication channels have been established to promote inclusion** and respond to anyone who accesses them and appreciates the content.

At this historical moment, MMG's effort on gender equality, focuses on the knowledge that environmental, sociocultural and market evolution could always lead to forms of exclusion, which must be identified, prevented and counteracted as much as possible.

MMG is committed to combating gender-based violence through awareness campaigns and activities. A dedicated section has been created to handle reports of sexual harassment and inappropriate behaviour in the workplace.

MMG involvement with gender equality extends further through collaborations with other companies that share the same fundamental beliefs.

In promoting and maintaining relationships with external stakeholders MMG communicates its principles of gender equality, **promoting awareness among them, and at the same time identifies opportunities to support their initiatives.**

Therefore, MMG is committed to:

- **Ensuring equal access to selection, hiring and career advancement;**
- **Prohibiting any form of direct or indirect discrimination regarding roles and pay;**
- **Monitoring the gender pay gap;**
- **Promoting women's access to positions of responsibility;**
- **Supporting maternity and paternity leave (beyond the minimum legal requirements);**
- **Pursuing zero tolerance towards harassment and discrimination.**

Itri (LT),
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Management:



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