



BonelliErede

Bonelli Erede
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Gender Equality Policy

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BonelliErede promotes Gender Equality, recognising it not only as an essential ethical value but also as a fundamental principle that underpins the Firm's organisational culture and its strategy of excellence.

In line with this vision, BonelliErede, a leading firm in both the national and international legal landscape, is committed to promoting and safeguarding the fundamental principle of equal opportunities for women and all underrepresented groups. The Firm acknowledges that valuing diversity is a strategic factor in fostering innovation and ensuring the sustainability of the professional services provided to clients.

To this end, BonelliErede has embarked upon the Gender Equality Certification process in accordance with UNI/PdR 125:2022, implementing policies, procedures and monitoring systems consistent with the key performance indicators (KPIs) established by the standard, relating to the following areas:

- Culture and strategy;
- Governance;
- HR processes;
- Opportunities for women's growth and inclusion within the Firm;
- Gender pay equity;
- Protection of parenthood and work-life balance.

Culture and Strategy

BonelliErede integrates a gender perspective into its development strategy and promotes Equal Opportunities both within and outside the Firm, with the aim of contributing to the dissemination of an organisational culture based on the principles of Equity, Diversity and Inclusion.

The Firm is committed to fostering a professional environment founded on respect, fairness and the appreciation of differences, where diversity is recognised as a driver of collective growth and service quality for clients.

Particular attention is devoted to:

- Preventing and addressing gender stereotypes, as well as conscious and unconscious bias, including through periodic training on the implemented Gender Equality Management System and broader gender equality and inclusion topics, with the objective of strengthening an increasingly aware and participatory organisational culture over time;



- Applying a zero-tolerance policy towards any form of violence, harassment or discriminatory conduct, supported by a dedicated prevention plan. The Firm also ensures that individuals may safely and confidentially report discriminatory behaviour or conduct inconsistent with the principles set out in this Policy, guaranteeing that such reports are handled impartially, confidentially and with appropriate protection for all persons involved;
- Ensuring fair representation of women at external events and on panels;
- Conducting internal and external communications (including marketing and advertising) responsibly, avoiding gender stereotypes in promotional activities, periodically reviewing marketing materials and strategies, promoting a positive image of women and girls, and using language that respects gender differences in communications with both internal and external stakeholders.

Governance

The Firm is committed to securing engagement at all organisational levels in the journey towards Gender Equality.

Consistent with the specific characteristics of the legal sector and the nature of the services provided — ranging from litigation and advisory work to the management of departments, practice areas and business support functions — the Firm promotes a progressive gender balance at all levels of the organisation, including within Governance, particularly in the following roles:

- Partners and Of Counsel;
- Heads of Department and Practice Areas;
- Members of governance bodies and internal committees;
- Senior administrative and organisational leadership positions.

The objective is to ensure that pathways to leadership are based on transparent, merit-based and objective criteria, through ongoing monitoring of gender representation in decision-making positions and the adoption of corrective measures where necessary.



HR Processes

The Firm's commitment to gender equality encompasses the entire professional lifecycle, from recruitment and onboarding of legal professionals and business support staff through to career development.

BonelliErede ensures that:

- Recruitment and hiring procedures are designed to prevent gender disparities and specifically to mitigate bias;
- Job interviews are conducted fairly through the use of neutral selection tools;
- Training and professional development programmes are accessible to the entire Firm population, without direct or indirect discrimination based on gender, family circumstances or contractual arrangements.

Opportunities for Women's Growth and Inclusion within the Firm

BonelliErede is committed to ensuring equitable access to professional opportunities, work allocation and client-facing visibility, in accordance with individuals' skills, assigned responsibilities and career development paths.

In particular, the Firm undertakes to:

- Establish processes aimed at ensuring non-discrimination and equal opportunities in professional development and promotion decisions, based solely on competence and professional merit;
- Promote initiatives designed to support female leadership development, with the aim of increasing the representation of women in senior positions and leadership roles;
- Provide career opportunities that are accessible in a fair and transparent manner to professionals and employees;
- Ensure that performance evaluation and promotion criteria are based on clear, objective parameters aligned with assigned responsibilities.

Gender Pay Equity

BonelliErede is committed to ensuring the principle of equal pay for equal work or work of equal value, without discrimination based on gender, sexual orientation, ethnic origin, religion or any other personal characteristic. The Firm periodically informs



employees about its remuneration policies, including benefits, bonuses and welfare programmes.

Protection of Parenthood and Work–Life Balance

The Firm supports employees in their parental and caregiving responsibilities, responding to caregiving needs through appropriate support measures. These include the implementation of a plan for managing the different stages of maternity (before, during and after leave), communication initiatives designed to encourage the uptake of paternity leave, and specific measures to support employees returning from parental leave, such as training and reintegration support. This may also include voluntary engagement initiatives for women during maternity leave.

Recognising the specific demands of the legal profession, characterised by high levels of responsibility and workload intensity, BonelliErede promotes work organisation practices that are compatible with balancing personal, family and professional commitments.

In particular, the Firm ensures that:

- Firm meetings may be attended remotely;
- Organisational decisions do not disadvantage individuals who make use of work–life balance arrangements in terms of professional visibility or career progression.

The Firm is committed to implementing best practices to ensure that meetings are scheduled at times compatible with work–life balance needs and that all personnel, including those working part-time or under flexible working arrangements, can participate.

The Firm also places particular emphasis on gathering feedback regarding the work–life balance needs of its entire workforce.

Objectives and Monitoring

In summary, BonelliErede undertakes to:

- Design a strategy to promote the principle of Equal Opportunities and a corresponding strategic and operational plan for its implementation;

- Manage the Gender Equality Policy and related system through a dedicated oversight body, the Steering Committee, and an Equal Opportunities Officer;
- Define the scope, purpose and application of the Gender Equality Management System;
- Map the organisational processes covered by the Gender Equality Management System and link them to objectives and responsibilities;
- Allocate adequate resources, responsibilities and authority to pursue, achieve and maintain established gender equality objectives, including a dedicated budget;
- Systematically integrate a gender perspective into decision-making and organisational processes;
- Ensure fairness in recruitment, career management, remuneration and reward systems;
- Progressively increase female representation in leadership roles;
- Protect maternity, parenthood and recognise family caregiving responsibilities;
- Ensure fair work–life balance measures, consistent with the nature of the activities performed;
- Encourage the use of neutral and inclusive language that respects diversity;
- Communicate the Firm’s commitment to equality to both internal and external stakeholders;
- Prevent and combat all forms of discrimination, violence, gender-based harassment, bullying and physical, verbal, psychological or digital abuse.

These commitments are implemented through the identification of specific objectives and KPIs, the adoption of shared best practices, and periodic monitoring (annually or semi-annually, depending on the nature of the objective or indicator).

These objectives are aligned with Article 3 of the Italian Constitution and with Goal 5 of the United Nations 2030 Agenda for Sustainable Development, which aims to achieve gender equality and empower all women and girls.

Implementation and Oversight

This Gender Equality Policy:

- Is drafted by Management with the support of the Steering Committee established pursuant to UNI/PdR 125:2022;
- Is communicated to all internal and external stakeholders of the Firm;



- Is supported by dedicated training programmes and periodic communications;
- Is overseen by the Gender Equality Management System Officer.

The system documentation, including the manual and strategic plan, is subject to internal audits and periodic review under the supervision of Management and the Steering Committee.

This document, resulting from the joint work of Management and the Steering Committee, is published on the Firm's official website and approved on 24 April 2026.

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