

GENDER EQUALITY PLAN

GENDER EQUALITY PLAN 2022-2023

Seapower S.c.r.l.

Limited Liability Consortium at Limited Renewable Sources Responsibility
Consortium with the Naples University "Federico II"

For the elaboration of the Gender Equality Plan 2022-2023 the society "Seapower s.c.r.l." has constituted an interfunctional, multidisciplinary "GEP TEAM", constituted by:

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Employer

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vicepresident BoD, RSPP and Project Manager Leader

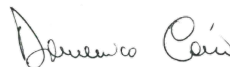
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Napoli, 12.06.2023



The team has access to dedicated resources for the redaction of the GEP derived from the ordinary enterprise activity. At the beginning of the year, it is the Team's job to quantify the needs and the origins of the necessary funds for the update of the GEP and the necessary actions for improvement.

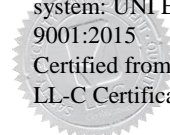
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Introduction

Seapower scrl is a non-profit consortium of applied research with public-private participation. It was born inside the University of Naples Federico II as an independent research centre and it is participated by the same University. The consortium operates in the industrial engineering sector and it is primarily committed to the development of innovative systems for renewable energy production.

Present on the market for around 30 years ago, Seapower scrl features technical competences, Know-how, resources and tools that it puts to the benefit of different technological sectors, offering engineering consultancies in the industrial sector, technical services and industrial design (railway, automotive, naval, energetic), for the progress, the efficiency and the technological improvement.

Seapower scrl is specialized in the resolution of aerodynamic engineering, mechanics, electrics and automation challenges, taking charge of every project starting from the preliminary studies, numerical modelling and simulations through the use of different software, until the creation of prototypes and the execution of tests.

The company's mission is contributing to the energetic transformation of the country.

Social responsibility

The society puts in action its ethical values of social responsibility through a not discriminatory or intimidating conduct, without any type of harassment, or personal and/or sexual offence, towards any person entering in contact with Seapower.

Seapower has always been attentive to the theme of gender equality and that is why it decided to structure a formal document, the "Gender Equality Plan 2022-2023", with the firm will to implement economic and human resources for the realization of the actions envisaged by the plan.

Staff

In the following graph, the company's workforce over the last three years is described. The graph clearly highlights the growth of both the total workforce and the number of leadership roles held by women, through time.

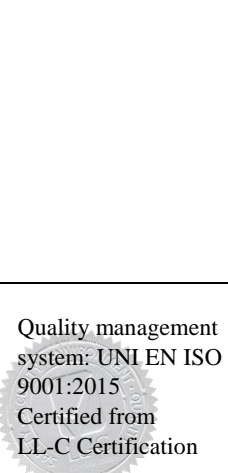
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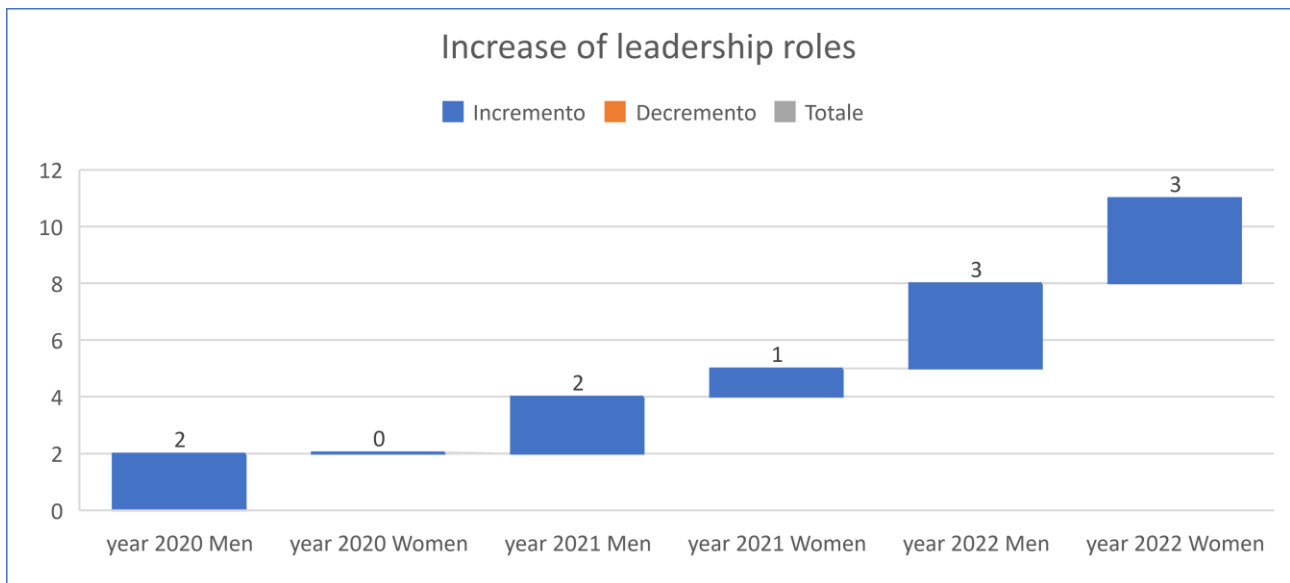
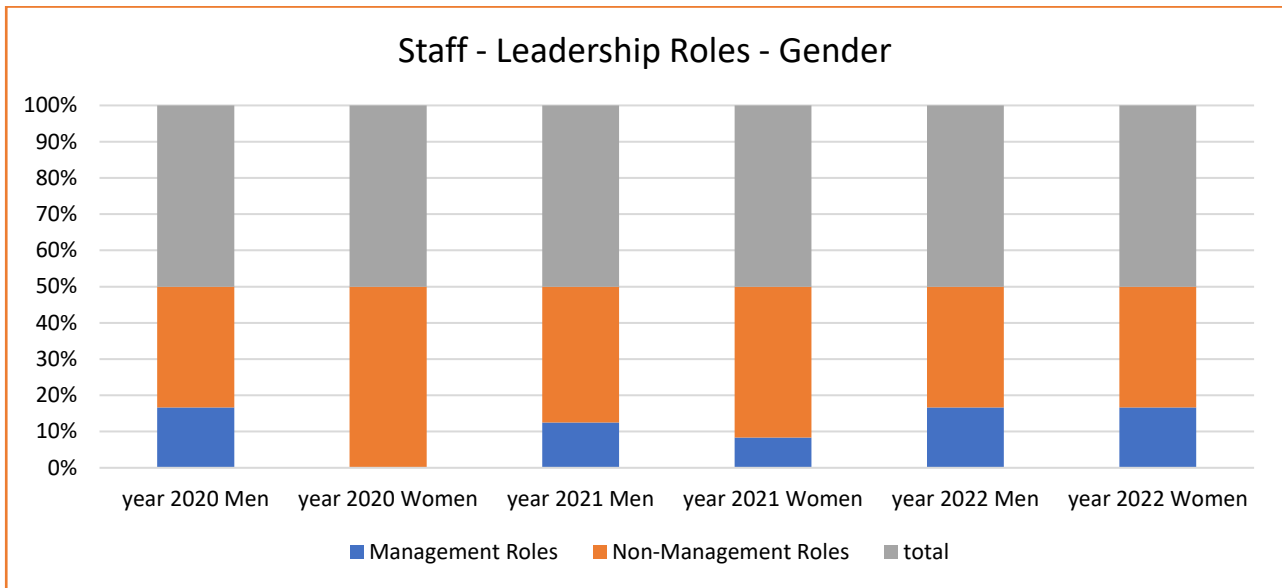
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Gender Equality Plan structure

In the specific context of research organizations and institutions of superior education, the European Commission defines a GEP as a strategic plan addressed to:

- conduct impactful/audit evaluations of procedures and practices to identify the gender bias;
- identify and implement innovative strategies intended to correct gender bias;
- define objectives and monitoring processes of progress through indicators.

The GEP is therefore a document that defines the strategy for gender equality and, in accordance with the Gender mainstream indications, it is to be intended as the inclusion of a gender perspective in the ethical values of the society.

The GEP was inserted in the year 2022 and was redacted in continuity with a process of involvement of all the stakeholders, for a constitutive participative process, in order to have a general sharing and approval.

For the drafting of the GEP, the following 4 fundamental (obligatory) elements have been followed:

1. support of the top management roles: the birth of the GEP and its update is supported by the top management roles; in fact, it is approved and signed by them and it is made public through the institutional website, in accordance with the Normative on Data Protection (DGPR), shared between all the pertinent institutional areas of the company and drafted in Italian and English language.

2. financial and human resources: for the drafting of the GEP, specific resources have been predisposed, both human and financial:

- Human Resources: for the drafting, the company has identified both internal and external specific resources, in order to form a work group defined as "GEP Team". The GEP team is made up of more people, with specific competences on gender thematic (or adequately trained), chosen for their knowledge and capability to interact with every work area.

-Financial Resources: the resources for the planning, the implementation and the monitoring of the GEP are exclusively provided by the company, without any public funds, to sustain both external advisory fees and costs of extraordinary work of internal human resources involved. In the future, it is conceivable to participate in calls for proposals to fund activities and human resources dedicated to improve the GEP implementation and the personnel awareness through the actions described by it.

3. data collection and monitoring: data disaggregated by gender has been utilized, relative to all the people involved at different titles in the work areas of the company, from employees to the top management roles, even evaluating eventual suppliers, external consultants and intermediaries. An updated report is annually planned, including the indicators (KPIs) identified for periodic monitoring of the actions envisaged by the GEP. The data will be useful to provide indications for defining new objectives, monitoring and evaluating the Gender Equality Plan (GEP).

4. competence development: the GEP team will have to be periodically informed and trained about gender equality and the importance of overcoming gender biases among the staff, leaders, and decision-makers. For this reason, a calendar of meetings and formative days for the GEP team has been predisposed, in order to contribute to the awareness on the theme, together with company activities dedicated to inter-company communication, or dedicated to the stakeholders.

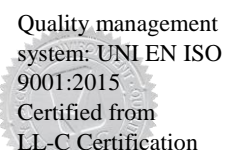
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Context Analysis

In order to outline the decision-making process regarding the areas of intervention, objectives and actions to carry out, the company has considered it necessary to identify the context in which it operates, the stakeholders on which its activity reflects and their needs, in order to produce a guideline for the development of the GEP. In the specific context in which the company operates, intended as a habitat strictly connected to its operational headquarters and to the inherently linked external context, the workforce, as of today, turns out to be quite homogeneous regarding gender equality and presence of female figures in management positions. The number of women that makes up the company leadership has increased over the last three years, to the point of reaching the number of men figures. The 90% of women employed in the company work in the STEM field, contrarily to the majority of local and national realities. However, obstacles still exist for employees who need to care for children or elderly/non-self-sufficient family members despite the company's organizational choices aimed to support work-life balance such as offering flexible working hours, the option to use paid leaves even without prior notice, the use of remote working platforms and, lately, also smart working. On this regard, in fact, the lack of support structures for women and men who cannot rely on relatives or dedicated personnel remains a challenge. Regarding gender differences, the company has always put effort into looking for personnel regardless of gender, politic or religious orientation. In fact, the objective is to find competent personnel, independently of sexual orientation or culture. Even in selecting commercial partners, the company prioritizes working with suppliers that promote and are active on the theme of gender equality.

Planning

Taking into account the context of reference, both from the social and environmental point of view, along with stakeholders' needs and their expectations, Seapower scrI has defined the actions to carry out. Responsibilities, roles, and procedures have been established, and funds have been allocated to meet the identified needs and strive to meet the expectations highlighted during the context analysis phase. Every year, at the beginning of the year, the company programs one or more coordination meetings to check the results achieved through the actions planned in the previous year. Based on the obtained results, the objectives are reformulated, together with the organizational strategies, monitoring activities and the expected results, considering the GEP as a management system.

Action

The activity of Seapower scrI, in the different work areas, is being developed with a focus on sustainable development and gender equality. Therefore, the following sections describe, divided in thematic areas as requested by the community legislation, the objectives set during the planning phase, the actions broken down into activities to be carried out and monitored through specifically identified KPIs, and the expected results evaluated through indicator analysis for performance assessment (personal and of group).

Accountability

During and at the end of the activities described above, the company monitors and assesses the results produced by the different actions, the impacts observed on the context and the satisfaction of the

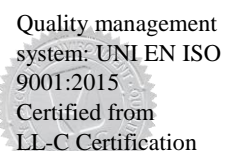
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stakeholders in terms of visibility of the activities carried out, tangibility and liking of the procedures and, in general, of the programmed activities.

Interlocutors

The participatory process for creating and defining the GEP has involved the president of BoD who is also the employer, all the shareholders, therefore all the top management, as well as the different employees and managers, all workers, external consultants of some suppliers.

Areas of intervention, objectives, dedicated actions

The priority areas of intervention to which the company has dedicated greater attention are reported in the following sections. For each of them, the estimated objectives have been evaluated together with the necessary actions to obtain the desired results.

ACTIONS DEEPENING TABS

Overall, the actions identified inside each key area aim to:

- indicate adequate procedures to detect prejudices and gender discriminations;
- define and implement innovative strategies to correct and contrast any inequality emerged in every research and education field, or in professional and educative paths;
- establish medium-term and long-term objectives for promoting gender equality among all the components of the various work areas;
- monitor the progress of the relative policy actions through effective indicators.

For each of the proposed actions, are defined:

- the target directly involved;
- the target indirectly involved;
- the set of individuals responsible for the effective implementation of the enounced measures (both in terms of responsibility and operational execution), each of which entails specific expected results in terms of outputs (tangible products) and outcomes (verifiable effects of the policies undertaken).
- the values in terms of scale that the enterprise assigns to the specific action.

Priority areas of action: work/life balance and culture

Objective:

- Support for work-life balance and parenthood/parental care

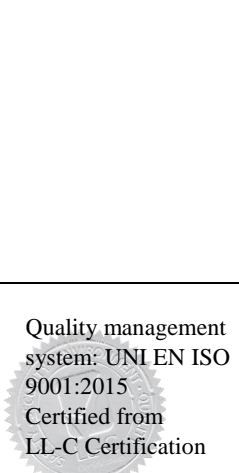
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- regulation of working hours
- building an inclusive work environment
- Reduction of prejudices and gender stereotypes

Measure/actions:

A.1 In addition to the institutes provided by labour regulations and by the national collective employment contract, the company's work organization aims to facilitate work-life balance, particularly for women and men who face challenges in reaching the workplace on days of school closure or when they need to care for children, elderly relatives, or dependent family members. To achieve this, SmartWorking has been integrated in addition to the teleworking process, a Company Regulation has been drafted and signed by the top management, accompanied by a policy on Work Safety. Additionally, personalized Smart Working Agreements have been established with individual employees, based on their specific family needs.

A.2 adoption of family-friendly working schedules and implementation of all the necessary measures for parental leaves;

A.3 adoption of guidelines for gender visibility in language to promote greater awareness regarding the language used within the organization and the acquisition of new linguistic habits that take into greater account the presence of women (Guidelines for the use of gender in administrative language Project Gender and Language. Words and images of the Communication carried out in collaboration with the "Accademia della Crusca"), as well as adoption of company mottos about language and display on bulletin boards and at the entrance of the structure (e.g. "words are actions and they make things happen").

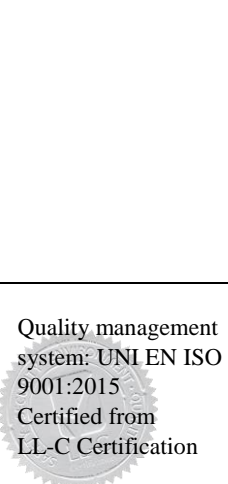
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Action A.1 adoption of a Company Regulation for Smart-Working and creation of customized Smart-Working Agreements with individual employees, based on their specific family needs.	
Impact area	Work/life balance and parental care
Direct target	All workers
Indirect target	Family members of workers, participants in domestic life, home environment
Action managers	Employer
Operative managers	Internal Quality Manager, Project Manager
Human Resources	QHSE External Consultant
Logistic resources	Company equipment for SmartWorking (notebook, smartphones, cloud drive, software)
Financial resources	Liquidity deriving from ordinary business activities Interprofessional funds Expenses: external consulting, IT supplies
Output	Among the tangible products of this measure it is possible to view the Company Regulation, the information on safety at work and the Personal Agreement between worker and company, as well as the minutes of renewal of the agreement. Finally, there is a shared digital calendar on which workers enter their requests for days in SMART WORKING.
Outcome	It was possible to measure a result of the action taken, through a questionnaire of satisfaction proposed to the workers, administered during the meeting prior to the renewal of the Personal Agreements. In this decision-making meeting, the satisfaction of the action was verified, through tests and scale of values as anSmart Workingers. The score was Satisfactory.
Timeline	First step 10/01/2023-10/07/2023, end of the first block of Smart Working Second step 11/07/2023-10/01/2024, end of the second block of SMART WORKING
Assessment indicators	PK1: initial number of SMART WORKING applicants on[NB1] final number of users. Result: very satisfactory. All workers have benefited from the SMART WORKING as described in the Regulation and in the Agreements PK2: number of SMART WORKING days requested by the workers on[NB2] the number of days approved by the PMs Very satisfactory result: almost all the SMART WORKING days requested by the workers were approved by the PMs
Priority given	Very high

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Action A.2 adoption of a family-friendly working schedule and use of all the necessary measures for parental leaves		
Impact area	Work/life balance and parental care	
Direct target	All workers	
Indirect target	Family members of workers, participants in domestic life, home environment	
Action managers	Employer	
Operative managers	Internal Quality Manager, Project Manager, Human Resources Manager	
Human Resources	QHSE External Consultant, Labour Consultant	
Logistic Resources	Office	
Financial resources	Not use of additional resources	
Output	All parental leave were actually used as verifiable from employees' paychecks	
Outcome	A satisfaction questionnaire was carried out on the freedom of entry and exit times for female workers in their daily work. The result is very satisfying.	
Timeline	Year 2023	
Assessment indicators	KPI1 – Hours used in 2023 (to be defined at the end of the year) – divided by gender and type of leave – The expected result is that more than 50% of the available hours are used. The test will be repeated in subsequent years and the goal is a 5% increase in trend for each year after the initial one.	
Priority given	Very high	

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Action A.3 adoption of guidelines for gender visibility in language to promote greater awareness regarding the language used within the organization and the acquisition of new linguistic habits that take into greater account the presence of women

Impact area	Intra-company employment relationships	
Direct Target	All employees, management and top management	
Indirect Target	In general, all non-work relationships due to an increase in personal well-being	
Action managers	Employer	
Operative managers	External Quality Consultant, Internal Quality Manager	
Human Resources	External Quality Consultant	
Logistic resources	<ul style="list-style-type: none"> • Use of material prepared by other bodies and in particular "Guidelines for the use of gender in the administrative language Project Gender and Language. Words and images of the Communication carried out in collaboration with the Accademia della Crusca" • Company bulletin board and institutional website for notices and intercompany communications 	
Financial resources	No additional economic resources have been used for this action.	
Output	Adoption of company mottos on language, and display on bulletin boards and at the entrance of the structure (eg "words are actions and make things happen") Strategic policies geared towards gender equity and people's well-being - Reporting	
Outcome	Critical awareness of the use of language in employment relationships both among internal staff and with suppliers and stakeholders in general. Reducing the gender gap by promoting an inclusive culture	
Timeline	Year 2023	
Assessment indicators	KPI 1 – number of subscribers for the use of the Guidelines	
Priority given	Medium	

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Priority areas of intervention: Balance in top positions and decision-making bodies

Objective: Increased presence of women in decision-making processes

Measures/actions:

B.1 composition of the Project Manager team with at least 50% of female quota and use of female resources as Area Managers (e.g. Quality Manager, Administrative Area Manager, Web-Marketing Area Manager)

Azione B.1 composition of the Project Manager team with at least 50% of female quota and use of female resources as Area Managers (e.g. Quality Manager, Administrative Area Manager, Web-Marketing Area Manager)	
Impact area	Top management
Direct target	Employed women
Indirect target	All workers
Action managers	Employer
Operative managers	External Quality Consultant, Human Resources Manager
Human Resources	Internal Quality Manager, PM
Logistic Resources	Office
Financial Resources	No additional expenses were used for this action
Output	Improvement of internal decision-making processes for an increase in the presence of women in top positions (Accountability)
Outcome	<ul style="list-style-type: none"> increase in the number of leadership-level employment contracts Inclusive policies
Timeline	2023-2025
Assessment indicators	KPI1 – ratio between the number of contracts with management level year 2023/year 2025
Priority given	High

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Priority areas of intervention: gender equality in recruitment and career progression

Objectives: reduction of gender asymmetries in staff recruitment and career progression

Measures/actions:

C.1 definition of procedures aimed at ensuring equal opportunities for participation in training events, corporate sponsorship and conferences, including off-site events.

C.2 Motivational and process support for career advancement for disadvantaged figures (employees with children, without support such as partners, relatives or school)

Action C.1 definition of procedures aimed at ensuring equal opportunities for participation in training events, corporate sponsorship and conferences, including off-site events.	
Impact area	All levels of the company
Direct target	Women and disadvantaged employees
Indirect target	All stakeholders
Action management	Employer
Operative management	Head of Human Resources, PM
Human Resources	External Quality Consultant, Internal Quality Manager
Logistic Resources	Location of training events outside the operational headquarters office
Financial resources	Liquidity deriving from ordinary business activities Interprofessional funds Items of expenditure: training, transport, board and lodging
Output	Equal opportunities procedures
Outcome	Increase in the number of women and disadvantaged workers participating in training events, particularly those held off-site
Timeline	2023-2025
Assessment indicators	KP1 – Ratio between the number of female participants in training events year 2022/2025
Priority given	Medium

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C.2 Motivational and process support for career advancement for disadvantaged figures (employees with children, without support such as partners, relatives or school)		
Impact area	Non-managerial work levels	
Direct Target	Women and disadvantaged workers	
Indirect target	Relatives with self-sufficiency problems	
Action management	Employer	
Operative management	Human Resources Manager, External Quality Consultant	
Human Resources	External Quality Consultant, Internal Quality Manager	
Logistic Resources	Office - operational headquarters	
Financial resources	Liquidity deriving from ordinary business activities Item of expenditure: External consultancy	
Output	Verbal Training certificates Item of expenditure: External consultancy Item of expenditure: External consultancy	
Outcome	Work layout variations Increase in the skills necessary to achieve progressive professional levels	
Timeline	Year 2023. The measure will be repeated year by year until further notice	
Assessment indicators	KP1 – Number of training certificates year 2022 on year 2023	
	KP2 – level of satisfaction with the measures taken for motivational support	
Priority given	Medium	

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Priority areas of intervention: gender mainstreaming in training activities

Objective: Promoting a culture of respect and non-discrimination based on gender and disadvantaged figures during professional training activities.

Measures/actions:

D.1 Inclusion of topics, in professional training programmes, for raising awareness on subjects such as discrimination based on sexual orientation, ethnic origin and gender identity.

D.1 Inclusion of topics, in professional training programmes, for raising awareness on subjects such as discrimination based on sexual orientation, ethnic origin and gender identity		
Impact area	Inter-company employment relationships	
Direct target	All workers	
Indirect target	Disadvantaged workers - women	
Action management	Employer	
Operative management	External Quality Consultant, Internal Quality Manager	
Human Resources	Training Officer Administrative Officer	
Logistic Resources	Training room, PC	
Financial resources	No additional expenses had to be used for this action	
Output	Slides Placement tests	
Outcome	Increased awareness of the topics covered during the training	
Timeline	2023. This action will be repeated every year and upon recruitment, during the safety training as required by art. 37 of Legislative Decree 81/08 and subsequent amendments.	
Assessment indicators	KP1 – Satisfaction test about the initiative	
Priority given	Medium	

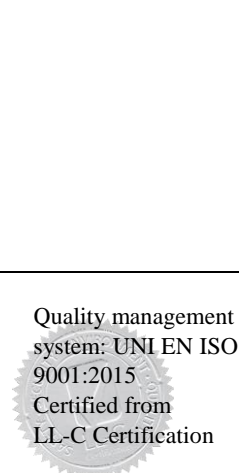
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Priority areas of intervention: measures to combat gender-based violence, including sexual harassment

Objectives: raising of awareness on the issue of harassment and sexual violence, as well as on mobbing and straining phenomena

Measures/actions:

E.1 Evaluation of work-related stress, in particular for the burn-out risk following mobbing-straining phenomena

E.2 Creation of a mailbox for anonymous communications and training activities against gender-based violence

E.1 Evaluation of work-related stress, in particular for the burn-out risk following mobbing-straining phenomena		
Impact area	Productive area	
Direct target	Employees	
Indirect target	Managerial area	
Action management	Employer	
Operative management	PM, Occupational Safety Consultant	
Human Resources	Designers	
Logistic Resources	Offices of the operational headquarters	
Financial resources	Liquidity deriving from ordinary business activities	
Output	Work-related stress risk assessment document	
Outcome	Risk index deriving from the Work-related Stress Risk Assessment Item of expenditure: external specialist advice	
Timeline	Year 2021 – last evaluation still valid	
Assessment indicators	KP1 – Risk index $R = \text{Damage} \times \text{Probability of Occurrence}$	
Priority given	High	

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E.2 Creation of a mailbox for anonymous communications and training activities against gender-based violence		
Impact area	Training and inter-company communication area	
Direct target	All workers	
Indirect target	Inter-company employment relationships	
Action management	Employer	
Operative management	IT Consultant, External Quality Consultant, Human Resources Manager	
Human Resources	PM	
Logistic Resources	Training rooms, online training PCs, email accounts	
Financial resources	Liquidity deriving from ordinary business activities Interprofessional funds Expense items: consultancy activities for the design of funding calls, external IT specialist consultancy	
Output	Dedicated mailbox	
Outcome	Raising awareness and preventing gender-based violence	
Timeline	Year 2023. The training activity will be included as a topic related to work-related stress as required by art. 37/08 of Legislative Decree 81/08 and subsequent amendments.	
Assessment indicators	KP1 – Mailbox usage evaluated in a year	
	KP2 – hours of training per year on gender-based violence	
Priority given	Medium	

Outcome scale

Unsatisfactory – satisfactory – very satisfactory

“Priority given” scale

According to the self-assessment model, the relevance of action for organizational change within society is: low – medium – high – very high

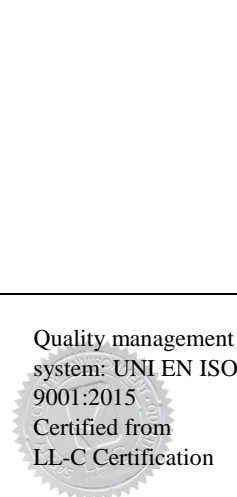
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Prospects for the year 2023-2024

At the end of the first year of utilization of the GEP, Seapower srl supports the policy identified within it, proposing its use also for subsequent years. The company's objectives are the achievement of the overall programmatic goals of the GEP, by guiding and supporting the actions of people towards targets and organizational behaviours consistent with a Gender Free culture.

The company intends to develop a culture of Gender Equality and work sustainability by organizing work based on planning, monitoring and verification of the achieved results. It also aims to promote the professional growth of all individuals, especially those who are disadvantaged, women and all workers, without any form of prejudice but exclusively based on skills, potential and will. It intends to help individuals identify their strengths and weaknesses, guiding their organizational behaviour towards objectives of continuous improvement, also through specific training interventions.

The company clearly aims to consolidate and enhance the understanding, among top management, of the necessity for activities that promote gender equality, which can be achieved when all individuals have equal rights, responsibilities and opportunities in all work sectors and when different interests, needs and priorities of men and women are equally valued.

The company has identified in the use of the GEP the resource for obtaining a work environment necessary for developing teamwork skills, without gender distinctions, for achieving shared objectives.

Finally, transparent and reliable criteria for individual and/or group merit and commitment approval will be identified in the GEP, through unbiased evaluations based on knowledge rather than prejudice. Organizational decisions will not take into account, at any time, biological aspects (gender/transgender), sexual or cultural choices (homosexuality, transgender identity, same-sex parenting, etc), rejecting prejudices and stereotypes while valuing the competence and willingness of every individual without exclusion.

“The test to know if you can do a job or not, should not depend on the organization of your chromosomes”

Bella Abzug

1920-1998

American activist and politician

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