

# ARCHEA ASSOCIATI

*Ref. no. 00 of June 3, 2024*

With the aim of performing its mission in the best possible way, and coherent with its strategic vision, ARCHEA ASSOCIATI S.R.L. has decided to implement a Management System for Gender Equality (*Sistema di Gestione per la Parità di Genere – SGPG*) in accordance with UNI/PdR125:2022, as a valid means to ensure gender equality relative to the presence and professional growth of women, valorizing an inclusive culture and implementing processes capable of advancing feminine empowerment.

For ARCHEA ASSOCIATI S.R.L., obtaining certification is the initial action of a formal process of implementation, improving and promoting policies of gender equality. In fact, the purpose of certification is to accompany and provide incentives to organizations to implement appropriate policies designed to reduce the gender gap in professional and economic terms.

## **Policy of gender equality and inclusion**

The interests and research activities of Archea Associati range from the landscape to the city, from building to design and, while primarily focused on architecture, its projects include activities of graphic design and publishing – with the management and production of the international architecture review “Area” – as well as art exhibitions and applied research. The complementarity among the different activities centers on composition, in relation to the various scales of the project, and generates a continuous critical approach to the issues surrounding architectural construction.

One aspect common to all Archea Associati projects is the constant search for innovative solutions, primarily aimed at beauty but without overlooking factors like safety, energy savings, sustainability and minimizing environmental impact, as well as overall economy.

Archea Associati considers every new assignment an opportunity for in-depth study and exploration, experimentation, development of new technological solutions, acquisition of more knowledge and skills. For that reason, Archea Associati fosters the development of methods, knowledge and skills also in new sectors such as the

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physics of the building, with specific attention to offsetting or limiting direct and indirect environmental impacts.

The aim of Archea Associati S.r.l. is always to give its clients architectural services in full respect of the complex regulations in force in the sector, and in general, of all the applicable standards in force, applying technically advanced, sustainable and economically adequate solutions, which not only comply with the regulations but, within their limits, offer the best possible cost-benefits ratio, including social costs and benefits.

In particular, and for its activities abroad, Archea Associati is committed to finding ways to combine and integrate not only the technical and regulatory aspects from different schools and cultures, but also any religious elements and different ways of thinking and living, within the field of its relations with the personnel and workforce at the jobsite, and with the government and administrative component, labor units, consultants, etc.

Over the years, the studio has built many important works all over the world, and has established premises in China, the United Arab Emirates, Brazil and Albania.

Working to ensure the full satisfaction of the clientele requires constant professional and technical commitment, continuous updating and training, as well as constructive, cordial collaboration.

For all of the above reasons, Archea Associati firmly believes that an adequate policy of gender equality and inclusion will lead, through diversity, to the enrichment of all those who operate in the studio and on behalf of Archea Associati.

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## SPECIFIC POLICIES ON GENDER EQUALITY

For Archea Associati, obtaining certification is only the first step in a process expanding and reinforcing its policies on gender equality, in a view of constant ethical and professional improvement that considers gender equality an essential component, bringing incentives and benefits to the company through the advancement of the personnel, and ensuring reputational and ethical advancement as well.

For these reasons, Archea Associati is committed to pursuing the following goals:

- **Culture and strategy:** promoting an inclusive culture, sensitive to gender issues and creating a respectful, open working environment.
  - **Governance:** the company is committed to ensuring a balanced representation of men and women in the decisional roles. Moreover, internal mobility is incentivized, with succession in managerial positions assigned coherently with the principles of an inclusive organization, respectful of gender equality.
  - **Procedures:** assessment and adjustment of internal processes to ensure that there is no gender discrimination and lack of inclusion. During the process of selection, the company is committed to evaluating candidates exclusively on the basis of their skills, experience and potential, avoiding any type of gender discrimination.
  - **Human Resources:** the company offers training programs on gender equality and inclusion, and works to heighten the awareness of its employees and cooperators on issues like unconscious bias and equality in the workplace.
  - **Opportunities for growth and inclusion of women in the company:** by actively promoting the professional growth of women and, indeed, of both genders through mentorships and leadership programs, as well as ensuring equal representation of men and women among the speakers at events and conferences, in addition to the participants themselves.
- Equity of retribution:** the company is committed to guaranteeing equal pay for equal work, regardless of gender, and constantly monitors the data on retribution to ensure that there are no unjustified discrepancies between employees of different genders who hold similar positions, with identical

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responsibilities and experience.

- **Protection of parenthood and work-life balance:** Archea Associates is committed to providing flexible working conditions.

## MONITORING AND IMPLEMENTATION OF THE POLICY

For more definite action on the aforementioned goals, Archea Associati undertakes to perform a constant review of its personnel policies and communications, including activities of marketing and advertising, which have to declare in a fully transparent and unequivocal manner that the company intends to pursue gender equality, valorize diversity and support feminine empowerment.

## PUBLICATION OF THE POLICY

This policy is communicated and published within the organization, to all the personnel and to all interested parties through internal messaging and publication on the institutional website.

Florence, June 3, 2024