



## SDG 5 - ACHIEVE GENDER EQUALITY AND EMPOWER ALL WOMEN AND GIRLS

### INTERNAL ACTIONS:

- Ensure that all company policies include the gender perspective and promote equality and inclusion as values of its corporate culture;
- carry out training on gender at every level of the company (especially in Human Resources), with a specific focus on human rights and the fight against discrimination;
- establish objectives and results related to gender equality at corporate level and measure and disseminate the progress made;
- ensure pay policies which guarantee equal wages for equal work regardless of gender;
- establish a contracting and protection system for employees to integrate the dimension of gender and to combat possible discrimination in hiring, promotion and appointments of managers and board members;
- offer family benefits for women and men and support access to day care facilities;
- adopt zero-tolerance policies towards all forms of violence, whether verbal or physical, in the workplace;
- respect the dignity of women and girls with regard to all company products and services, including marketing activities;
- provide gender equality training throughout the supply-chain;
- support the training of women employed in the supply-chain so that they can acquire new job skills;
- integrate a culture of human rights within the firm, through the *UN Guiding Principles on Business and Human Rights*, focusing on women's rights.

### EXTERNAL ACTIONS:

- Use the firm's products and services to improve the living conditions of women and girls (for example a company in the banking sector can facilitate access to finance for women entrepreneurs);
- implement training programmes for women in the local communities where the company operates, with the goal of "empowering them" and increasing their professional and work skills;
- donate to foundations and organizations involved in promoting gender equality or in development cooperation with a specific focus on the gender issue;
- create partnerships with universities and schools, and NGOs and the public sector in order to carry out projects that contribute to the spread of gender equality.