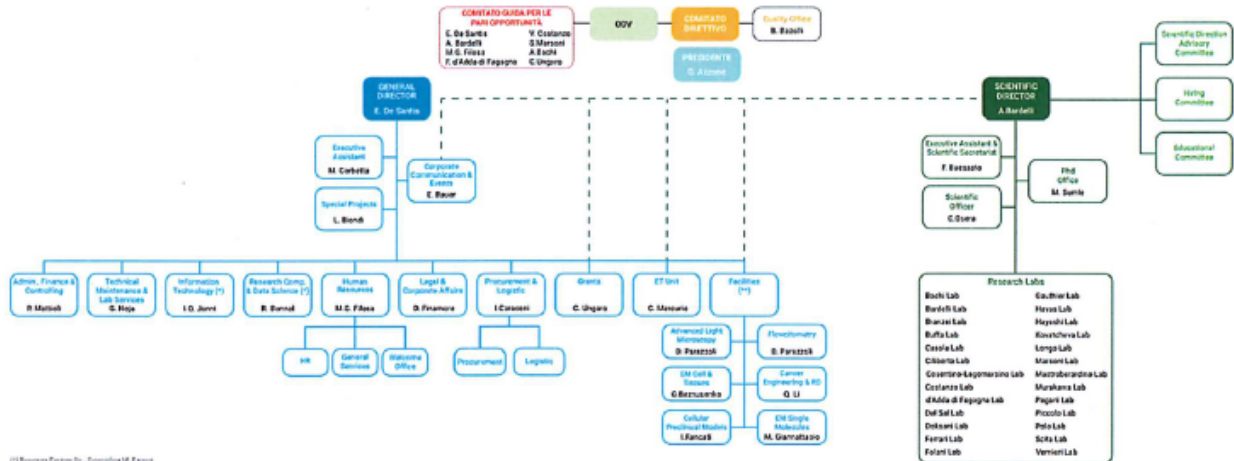




IFOM ORGANIZATIONAL STRUCTURE AND PERSONNEL CHART

Further to a revision in April 2022, IFOM's new by-laws require the presence of a Management Committee comprising a Chairman, Vice Chairman, Scientific Director and General Director for the Foundation, as well as two members selected from amongst leading professionals in the scientific, economic and social fields.



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 MOD-IFOM 3.9 Rev. 01 - Organigramma IFOM Nazionale Rev. 1



Gender Equality Policy

GENDER EQUALITY POLICY

With the objective of pursuing its mission in line with the agreed strategic vision, IFOM has opted to implement a Gender Quality Management System (GEMS) in accordance with UNI/PdR125:2022 as a key tool to ensure gender equality in terms of the presence and the professional development of women, fostering an inclusive culture and supporting women's empowerment. These objectives and undertakings are in line with the European Union's Gender Equality Strategy 2020-2025.

IFOM's **main principles** include **respect for people**, meaning the stamping out of discrimination, the promotion of equality, transparency and the overall nurturing of the utmost respect for all individuals. As part of that standpoint, IFOM undertakes to protect all workers against any form of psychological violence and discriminatory and harmful actions that compromise human dignity. Moreover, IFOM takes a tough stance against harassment and strongly discourages any conduct that could harm people's physical and psychological wellbeing.

IFOM's management – including by adopting policy *PdR UNI/ 125:2022*, promotes business cultures founded on diversity and inclusion, upholding the individuality of every member of personnel so that everyone feels accepted and part of an environment that encourages personnel to focus on the ultimate mission: research against cancer.

IFOM is aware that promoting gender equality by implementing specific measures encouraging equal opportunities and a **Strategic Plan** such as *PdR UNI/ 125:2022* can substantially improve the quality of service, the satisfaction of stakeholders and the quality of life/work for men and women, in accordance with law and the principles of the European Union and the National Constitution in terms of equality and fairness.

The management of human resources has been structured to foster equal opportunities and professional growth irrespective of a person's gender or nationality or the position they hold within the organisation. That is why IFOM has opted to follow up on the Gender Equality Plan (GEP) adopted in 2022 with the introduction of the Strategic Plan, rolling out a more complex system aimed at achieving change and guaranteeing equal opportunities at all levels, thus furthering the journey of cultural and structural change.

KEY FACTORS

The key factors underlying IFOM's Gender Equality Policy are:

- IMPARTIALITY AND INCLUSIVITY
- CORRECT AND TRANSPARENT CONDUCT
- VALORISATION OF PERSONNEL
- SAFEGUARDING PEOPLE
- COMBATING ALL FORMS OF VIOLENCE AND DISCRIMINATION

IFOM's management undertakes to:



- Guarantee equal opportunities for all members of personnel throughout their career and for all candidates undergoing recruitment and/or pursuing professional growth;
- Promote a workplace free from discrimination for all members of personnel, combating any form of discrimination, bias and stereotypes that are harmful to individuals;
- Eliminating all forms of abuse, be it physical, verbal or cyber, as well as all forms of bullying;
- Ensure the full respect for gender, ethnicity, nationality, religion and sexual orientation, acknowledging the added value of individuals to enriching everyone's work and personal life;
- Pursue actions aimed at overcoming issues that prevent the proper monitoring of KPIs (key performance indicators) and implementing remedial action in the case of breaches;
- Encourage women's empowerment;
- Take on board the opinions and experiences of women and men regarding the workplace culture, equality and diversity, as well as organisational policies for overcoming issues and ensuring ongoing improvement;
- Ensuring adequate communications with external stakeholders on experiences and actions regarding gender equality.

The efficacy and application of the Gender Quality Policy

In order to ensure the effective and ongoing application of this Gender Equality Policy, IFOM's Management:

- Has appointed a Steering Committee tasked with drafting the Strategic Plan;
- Identifies resources annually in charge of guaranteeing that the objectives of the Policy and Strategic Plan are pursued and adequately achieved over time.

This Equality Policy is:

- Part of the training and awareness of the management;
- Subject to periodical revision and authorisation, incorporating all the necessary amendments, tracking or checks, in collaboration with the Steering Committee;
- Available via the IFOM website.

The Gender Equality Policy and the Strategic Plan are applied across the board to all IFOM personnel, irrespective of their type of contract or work hours, or their gender, race, ethnicity, religion, nationality, sexual orientation or physical aspect.

General Director Signature

A handwritten signature in blue ink, appearing to read 'Evgenia Noletis', is written over a horizontal blue line.