

The Vesenda logo is rendered in a white, stylized, sans-serif font. The letter 'S' is particularly distinctive, featuring a small square cutout in its upper right portion. The background is a dark blue gradient with a faint, light blue geometric pattern of interconnected lines and dots, resembling a network or molecular structure.

vesenda

Company Policy for Gender Equality

18/11/2025

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VESEND A s.r.l. is a software house operating in the Information Technology sector.

VESEND A Directors, in agreement with its Code of Ethics and in collaboration with its internal Steering Committee, is committed to:

- guarantee equal opportunities and fair treatment in all phases of the working life cycle: selection, recruitment, onboarding, training, evaluation, development, assignment of roles of responsibility and remuneration for equal roles/tasks;
- organise training courses and initiatives aimed at promoting the principles of equality and gender equality, which the Management guarantees.
- prevent and combat discrimination, harassment and gender-based violence, ensuring a safe, respectful and inclusive working environment, including in remote working contexts;
- adopting HR processes based on objective and transparent criteria;
- ensuring pay equity, taking structured action on any unjustified discrepancies;
- supporting parenthood and work-life balance through organisational flexibility, agile working, fair management of workloads and availability, and welfare measures compatible with the size of the company;
- activate confidential reporting channels (including anonymous ones) and ensure that reports are handled promptly;

VESEND A s.r.l.

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Registered office and operational headquarters: Via F.lli Cuzio, 42 - Polo Tecnologico - 27100, Pavia (PV)
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- define measurable objectives and KPIs, monitoring their progress on an annual basis;
- periodically review this Gender Equality Policy and its management system;
- ensuring adequate resources for the Steering Committee to carry out its assigned tasks.

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