

**D-HUB STUDIOS Srl** is a dynamic hub of highly qualified professionals specializing in localization and digital distribution services, with a focus on the global entertainment sector. The company promotes the highest creative standards and invests in cutting-edge technology and security to meet the evolving needs of the media and entertainment industries.

The Management of **D-HUB STUDIOS Srl** has established a governance system grounded in gender equality and environmental sustainability, recognizing that respect for the environment and the community, together with pollution prevention, is a fundamental commitment for corporate management and sustainable development.

With a strong customer-oriented approach, the company has defined and implemented a market strategy designed to identify client needs and accurately define the key features of the services offered.

**D-HUB STUDIOS srl** operates according to the guidelines of UNI PDR 125:2022, following an impartial approach and strictly prohibiting any form of direct, indirect, multiple, or interconnected discrimination based on gender, age, sexual orientation or identity, disability, health status, ethnic origin, nationality, political opinion, social class, or religious belief. The company also promotes conditions that remove cultural, organizational, and material barriers, enabling individuals to fully express themselves and be valued within the organization.

The implementation of an integrated Gender Equality and Environmental Management System represents a strategic tool for Management to achieve the company's business objectives.

In line with these principles, Management commits to:

- ✓ Continuously improve the products and services offered to clients;
- ✓ Define and document internal processes, health and safety risks, environmental aspects and their impacts, highlighting interrelations and opportunities for improvement;
- ✓ Establish operational procedures that respect internal efficiency, environmental protection, and worker safety;
- ✓ Enhance the technical skills of our collaborators;
- ✓ Reduce costs through the elimination of inefficiencies.

To achieve these objectives, **D-HUB STUDIOS srl** commits to:

- ✓ *Maintain strict quality control over services, ensuring compliance with contractual requirements and client satisfaction;*
- ✓ *Comply with all applicable mandatory and voluntary regulations;*
- ✓ *Set measurable service improvement objectives and targets, reviewed at least annually to verify progress and, if necessary, redefine them for continuous improvement;*
- ✓ *Continuously enhance this Policy and related programs addressing environmental and community sustainability, considering all stakeholder needs, environmental impact, technical progress, and scientific knowledge;*

- ✓ *Promote employee participation and responsibility at every level, providing appropriate training, education, and information programs to increase competence;*
- ✓ *Encourage communication, consultation, and dialogue with employees and the wider community, responding appropriately to reports on environmental, health, and safety issues;*
- ✓ *Review this Policy and the Integrated Management System during Management Reviews.*

This Policy reaffirms the company's dedication to respecting and actively promoting principles established by current legislation, contractual provisions, and international standards, including:

- ✓ *Agenda 2030 for Sustainable Development and the Sustainable Development Goals (SDGs);*
- ✓ *United Nations Global Compact and Women's Empowerment Principles;*
- ✓ *Universal Declaration of Human Rights;*
- ✓ *UN Conventions on the Rights of Women, Elimination of All Forms of Racial Discrimination, Children's Rights, and Rights of Persons with Disabilities;*
- ✓ *Declaration on Fundamental Principles and Rights at Work and the eight core ILO conventions;*
- ✓ *ILO Convention on Violence and Harassment, June 2019.*

**D-HUB STUDIOS srl** is committed to preserving the value of every individual so that all employees feel included, can perform at their best, and are recognized as integral members of the organization.

**D-HUB STUDIOS srl** fosters an inclusive culture and ensures equal opportunities for professional growth regardless of role. The use of forced labor or work under threat of punishment is strictly prohibited.

**D-HUB STUDIOS srl** strictly prohibits discrimination in recruitment, remuneration, access to training, promotion, dismissal, or retirement based on race, social class, national origin, caste, birth, religion, disability, gender, sexual orientation, family responsibilities, marital status, union membership, political opinion, age, or any other factor that could result in inequity.

**D-HUB STUDIOS srl** does not interfere in any way, directly or indirectly, with the exercise of employees' rights to follow principles or practices, or to meet needs related to race, social class, national origin, religion, disability, gender, sexual orientation, family responsibilities, trade union membership, political opinions, or any other condition that could give rise to discrimination.

**D-HUB STUDIOS srl** does not permit any member of its personnel to engage in behavior that is threatening, offensive, exploitative, or sexually coercive, including gestures, language, or physical contact, whether in the workplace or, where applicable, in residences or other premises provided by the company for employee use.

This Policy is communicated to all personnel and is subject to an annual review for adequacy and relevance during the Management Review. It may be amended or updated based on findings from monitoring activities conducted by the Steering Committee, applicable national and international regulatory requirements, and recommendations from the Company's Functions and Units. Responsibility for implementing this Policy rests with the Gender Equality Steering Committee.



## COMPANY POLICY

All personnel may submit reports or complaints anonymously via the on-site submission box. Reports that impact the Gender Equality Management System are reviewed and addressed by the Steering Committee.

**D-HUB STUDIOS srl** ensures that all decisions, at both executive and operational levels, support the implementation, standardization, and continuous improvement of the Integrated Management System, respecting internal and external stakeholders and complying with legal requirements, national and EU regulations, agreements with public authorities, and ISO 9001:2015 / ISO 14001:2015 standards.

This Policy is available to all employees, all individuals operating within the company, stakeholders, and the public. It is periodically reviewed and updated as necessary to ensure it remains relevant and appropriate to the organizational context.

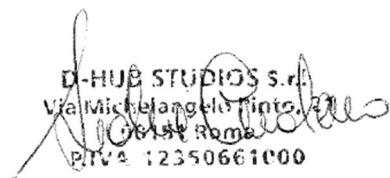
The implementation of this Company Policy depends on the active engagement of all personnel, as the fulfillment and success of the Policy, which ensures the continuity and growth of the company, can only be achieved through the full and unwavering commitment of everyone.

Wishing everyone continued success.

Rome, 18.11.2025

Sole Director

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