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Evoca S.p.A. Achieves UNI/PdR 125:2022 Gender Equality Certification

A major milestone in diversity, equity, and inclusion

Valbrembo (Bergamo) – Evoca S.p.A. celebrates a significant achievement with the attainment of UNI/PdR 125:2022 gender equality certification (awarded by IMQ), reaffirming its dedication to valuing individuals and promoting gender equality. This recognition marks a key milestone in a strategic journey that the company began some time ago and later strengthened by joining the United Nations Global Compact in October 2023 and adopting a DEI (Diversity, Equity, and Inclusion) policy in October 2024.

“At Evoca, we believe that an inclusive work environment is synonymous with respect and valuing individuals. This is not just an ethical goal but also a strategic lever for improving business performance.” says **Monica Bruni, Head of Human Resources**. “The new certification awarded by IMQ confirms our ongoing commitment to gender equality, equity, and inclusion”.

Key initiatives

Evoca S.p.A.’s commitment to diversity, equity, and inclusion translates into concrete actions that make a difference every day, contributing to a more open and respectful work environment for everyone.

An important step in this direction was the establishment of the Gender Equality Steering Committee, in charge of defining clear policies and a three-year strategic plan aimed at promoting gender equity within the company. At the same time, the role of the Joint Committee for Equal Opportunities, which has been active for years, has been enhanced, playing a fundamental role in promoting initiatives to ensure equal opportunities for all employees.

To foster a more flexible work environment and employee well-being, Evoca has introduced services to support parenthood and promote work-life balance.

Moreover, the company has started significant collaborations with organisations and associations dedicated to combating gender-based violence and promoting equality. With the Aiuto Donna Anti-Violence Centre, meetings and awareness-raising events focused on preventing gender-based violence were organised for all staff. In parallel, with the support of Fondazione Libellula, Evoca developed a Language Manifesto, a document designed to encourage more inclusive, respectful, and stereotype-free corporate communication.

Evoca's commitment extends beyond the company, as its participation in and support of community initiatives demonstrates a strong desire to actively contribute to fostering a culture of respect and awareness. Notable initiatives include the "Un Passo Avanti (One Step Forward)" event, the donation of a red bench to the municipality of Valbrembo – a symbol of the fight against violence against women – and the free screening of the film "C'è Ancora Domani (There's Still Tomorrow)", which was addressed to the entire local community to raise awareness about gender equality.

A more inclusive future

The Gender Equality Certification recently obtained by Evoca S.p.A. is not just a recognition but a starting point for new achievements. This accomplishment reaffirms the company's ongoing commitment and strengthens its determination to create an increasingly equitable and inclusive work environment.

Looking ahead, Evoca has set ambitious goals, including:

- Eliminating the gender pay gap by 2030, ensuring equal pay for equal roles and skills.
- Implementing leadership development and mentoring programs for women, providing concrete tools to support career growth and access to leadership roles.
- Strengthening support for motherhood and fatherhood, with a particular focus on parental leave, to encourage greater sharing of family responsibilities and foster a corporate culture based on equality.

These goals not only reinforce Evoca's identity as a responsible and forward-looking company but also contribute to achieving the United Nations 2030 Agenda Sustainable Development Goals by promoting inclusion, sustainable growth, and the enhancement of diversity.

Evoca's commitment to diversity and equity is not a finite project but an ongoing journey of evolution and improvement, where people remain at the heart of the company's strategies.

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