



ATM CONSULTING SOCIETA' COOPERATIVA
GENDER EQUALITY PLAN (GEP)
2026–2029

1. Introduction

ATM Consulting Soc. Coop. recognizes that gender equality is a fundamental principle of the European Union and an essential element for fostering innovation, research quality, and sustainable growth.

Through this Gender Equality Plan (GEP), ATM Consulting commits to promoting an inclusive and equitable work environment that respects equal opportunities, ensuring that all decisions regarding staff, collaborators, and project participation are based solely on skills, merit, and professional capabilities.

This Plan applies to all staff, collaborators, consultants, and professionals involved in the company's activities.

2. Objectives

ATM Consulting commits to:

- ensuring equal opportunities for access to work activities;
- preventing any form of direct or indirect discrimination;
- fostering gender balance within working groups and European projects;
- promoting flexible working conditions compatible with work-life balance;
- integrating the gender dimension into the design and management of European projects.

3. Areas of Intervention

3.1 Recruitment and selection

The selection of collaborators and consultants will be conducted exclusively based on professional skills, experience, and qualifications.

Collaboration offers will use neutral and inclusive language.

3.2 Gender balance

ATM Consulting promotes fair representation of women and men in project activities, working groups, and coordination roles.

3.3 Work-life balance

Subject to organizational requirements, ATM Consulting encourages:

- flexible working arrangements;
- online meetings whenever possible;

- advance planning of business trips;
- consideration of collaborators' family needs.

3.4 Prevention of harassment and discrimination

ATM Consulting adopts a zero-tolerance policy regarding:

- harassment;
- discrimination;
- offensive behavior; • disrespectful language;
- any form of psychological violence.

Any staff member may report such situations to the GEP Manager.

3.5 Gender dimension in European projects

For every European project, the company will assess:

- any gender-related aspects within research and innovation activities;
- balance in event participation;
- gender representation among speakers and trainers;
- use of inclusive language in communications.

4. Planned Actions

ATM Consulting will implement the following actions.

Action 1: Publication of this Gender Equality Plan on the company website.

Action 2: Appointment of a Gender Equality Plan Manager.

Action 3: Annual review of staff and collaborator composition.

Action 4: Monitoring of gender balance in European projects.

Action 5: Adoption of inclusive language in company documentation.

Action 6: Periodic staff awareness-raising on gender equality issues.

5. Monitoring

The GEP Manager will prepare a brief annual report containing:

- number of collaborators by gender;
- participation in European projects;
- any critical issues;
- corrective actions taken.

6. Responsibility

The Legal Representative of ATM Consulting is responsible for the implementation of this Plan.

A Gender Equality Plan Manager is appointed and tasked with:

- monitoring the implementation of the Plan;
- preparing the annual report;
- proposing any updates.

7. Duration



This Gender Equality Plan enters into force on the day of its approval and remains valid until December 31, 2029.

It will be reviewed annually.

Perugia, 3 agosto 2026

Legal Representative

ATM Consulting Società Cooperativa

Dott. Agr. Mario Sanna

A handwritten signature in blue ink, appearing to read "Mario Sanna", is written over a solid horizontal black line. The signature is fluid and cursive.



ATM CONSULTING SOCIETA' COOPERATIVA
GENDER EQUALITY PLAN (GEP)
Monitoring Report as of August 3, 2026

I, the undersigned Dina Porazzini, the company representative responsible for the Gender Equality Plan, have reviewed the relevant corporate documents and prepared this monitoring report.

As of August 3, 2026, ATM Consulting Soc Coop comprises:

- 3 members, of whom 2 are women
- 3 employees, all of whom are women

The monitoring outcome is positive: 75% of the members and 100% of the employees are women, and the principles of the GEP are being upheld.

In the coming months, ATM Consulting Soc Coop plans to initiate a new collaboration with a female professional.

ATM Consulting Soc Coop is currently participating in the following European project:

- "Twinning for institutional excellence in truffle ecosystem science" project (acronym: TWINE) under Horizon WIDERA 2026-02 – as a partner

ATM Consulting Soc Coop is currently implementing the REGENRACTIVE project under CSR Sardegna Measure 16.1 (Phase 2) – as a partner

ATM Consulting Soc Coop has submitted proposals to participate in the following CSR Sardegna projects:

- Sartufo (Measure SRG01, CSR Sardegna) – as lead partner
- SSTs (Measure SRG09, CSR Sardegna) – as lead partner

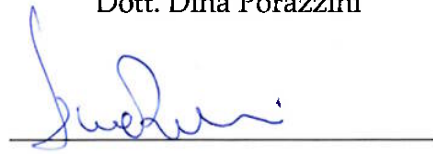
No issues or critical areas have been identified.

No corrective actions are recommended.

Perugia, 3 agosto 2026

Il Responsabile GEP di
ATM Consulting Società Cooperativa

Dott. Dina Porazzini



Il giorno lunedì 3 agosto 2026 alle ore 10.00, presso l'unità locale in Perugia di ATM CONSULTING SOCIETA' COOPERATIVA, alla presenza di tutti i consiglieri Mario Sanna, Christina Petalia e Dina Porazzini si è riunito il Consiglio di Amministrazione per discutere e deliberare sul seguente:

Ordine del Giorno:

1. Approvazione e adozione Gender Action Plan e del pacchetto di Policy aziendali e codice di condotta
2. Nomina del Responsabile del Gender Action Plan;
3. Varie ed eventuali.

Assume la presidenza della riunione il Presidente del Consiglio di Amministrazione Mario Sanna il quale chiama a svolgere la funzione di segretario Dina Porazzini che accetta.

Il Presidente, constatata la presenza dell'intero Consiglio di Amministrazione, dichiara validamente aperta la seduta e passa ad illustrare l'ordine del giorno.

Con riferimento al primo punto all'ordine del giorno, il Presidente propone e illustra il pacchetto di policy aziendali, il codice di condotta e il Gender Action Plan aziendale.

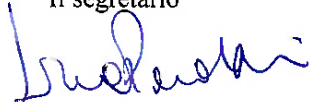
Dopo una breve discussione, il CdA delibera all'unanimità di approvare il pacchetto di policy aziendali e il codice di condotta e il Gender Action Plan aziendale proposti dal Presidente.

Con riferimento al secondo punto all'ordine del giorno, il Presidente propone il nome di Dina Porazzini; il CdA approva all'unanimità e Dina Porazzini accetta la nomina

La riunione viene sciolta alle ore 11:30 previa redazione e sottoscrizione del presente verbale.

Letto, approvato e sottoscritto.

Il segretario



Il Presidente

