



GENDER EQUALITY POLICY

April 17th - 2025

REGENT MANAGEMENT SRL – FOUR SEASONS HOTEL MILANO – Via Gesù 6/8, 20123 Milano



MISSION AND STRATEGIC VISION

Four Seasons Hotel Milano is an icon in the hospitality scene of Milan and beyond.

It is composed of three buildings arranged around a porticoed courtyard in the heart of Milan's Quadrilatero della Moda—the city's luxury fashion district, bordered by Via Montenapoleone, Via della Spiga, Via Sant'Andrea, and Via Manzoni.

Opened in 1993, the Hotel was the company's second property in Europe.

Over the years, this iconic Hotel has become deeply woven into the cultural and social fabric of the city, standing as an institution of refined elegance and impeccable service.

THE PATH TOWARDS GENDER EQUALITY

In order to best fulfill its mission and remain aligned with its strategic vision, Four Seasons Hotel Milan has adopted a Gender Equality Management System (SGPG) in compliance with UNI/PdR125:2022. This serves as a valuable tool to ensure gender equality in terms of female representation and career advancement, while fostering an inclusive culture and developing processes that promote women's empowerment.

Achieving this certification represents the first key milestone in a structured journey to implement gender equality policies, aimed at continuous improvement and the promotion of gender equity within the organization. The certification seeks to guide and encourage the adoption of policies designed to reduce the gender gap, with resulting benefits for employee well-being, along with ethical and reputational impacts.

GUIDING PRINCIPLES

The core principles of the Gender Equality Policy at Four Seasons Hotel Milan, are:

- **IMPARTIALITY AND INCLUSIVITY**
- **FAIRNESS AND TRANSPARENCY**
- **EMPLOYEE EMPOWERMENT**
- **PERSONAL DIGNITY AND SAFEGUARDING**
- **ZERO TOLERANCE FOR ANY FORM OF VIOLENCE AND DISCRIMINATION**

Four Seasons Hotel Milan’s commitment to ensuring that its SGPG meets the requirements of UNI/PdR 125:2022 is inspired—consistent with the European Union’s 2020–2025 Gender Equality Strategy—by the pursuit of the following objectives:

- Increasing female participation in the labor market
- Reducing the gender pay and pension gap, with a focus on combating female poverty
- Promoting gender parity in decision-making processes at all levels
- Combating gender stereotypes and gender-based violence, and providing protection and support for victims
- Developing work-life balance measures to support family and professional life
- Implementing training and professional development policies specifically for women
- Fostering an inclusive culture that respects gender diversity within the organization

MANAGEMENT COMMITMENT

To achieve the above principles and goals, the Management of Four Seasons Hotel Milan, considers the ongoing adoption of the SGPG essential in developing an organizational model that promotes gender equality and enhances equity and inclusiveness.

Four Seasons Hotel Milan, is committed to:

- Adopting tools to prevent any form of gender discrimination and to counter any act that may harm the dignity of employees, regardless of their role or level of responsibility
- Promoting diversity throughout all business processes—from recruitment and training access, to pay policies, performance evaluation, reward systems, supplier selection, and the delivery of services/products
- Supporting the family welfare of its employees through flexible work arrangements (remote work, part-time, flexible hours) to promote a work-life balance
- Fostering awareness, engagement, and training initiatives on equal opportunities and women’s empowerment, avoiding stereotypes and highlighting women’s contributions

- Promoting communications—including marketing and advertising—that transparently reflect the company’s commitment to gender equality and the celebration of diversity and female empowerment

SPECIFIC GENDER EQUALITY POLICIES

These are specific policies that inform the Gender Equality Strategic Plan and help define, develop, and implement procedures tailored to gender equality, based on the organization’s context.

The gender equality policies, developed in line with the broader strategy, address the following areas:

1. Recruitment and hiring
2. Career management
3. Pay equity
4. Parenthood and caregiving
5. Work-life balance
6. Prevention of all forms of abuse—physical, verbal, and digital (harassment)—in the workplace

More specifically, Four Seasons Hotel Milan, is committed to:

Recruitment and Hiring

Four Seasons Hotel Milan implements an inclusive and transparent hiring process that ensures equal opportunities for all candidates, in full compliance with gender equality principles.

Conscious and inclusive recruitment practices help build a fair, diverse, and sustainable workplace.

Career Management

The hotel promotes fair and inclusive career management that values the skills and potential of all employees, regardless of gender. Through targeted professional development policies and transparent growth paths, it ensures equal access to advancement opportunities and fosters a work environment grounded in fairness and merit.

Pay Equity

The hotel is committed to ensuring pay equity by adopting transparent policies and concrete actions aimed at closing and preventing the gender pay gap, through ongoing monitoring and careful management of salary dynamics.

Parenthood and Caregiving

The hotel actively supports work-life balance initiatives that promote parenthood and caregiving responsibilities, equally for both women and men.

Work-Life Balance

The hotel implements concrete policies and flexible tools to support work-life balance, recognizing the importance of employee well-being and quality of life.

This approach helps foster an inclusive and sustainable culture in which people are at the center of organizational development.

Prevention of Abuse and Harassment in the Workplace

Four Seasons Hotel Milan enforces a zero-tolerance policy towards all forms of abuse, harassment, or inappropriate behavior—whether physical, verbal, or digital—in the workplace.

It actively promotes prevention, awareness, and training initiatives to ensure a safe, respectful, and inclusive work environment that protects the dignity and well-being of all employees.

POLICY MONITORING AND IMPLEMENTATION

The general gender equality policy, along with its related measures, forms part of the organization's broader strategic framework and is reviewed periodically—together with the Gender Equality Steering Committee—to assess its effectiveness and identify any necessary adjustments or updates.

POLICY DISSEMINATION

The gender equality policy is communicated and shared with all staff and stakeholders via internal communications and publication on the official website.