



Perry Johnson Registrars, Inc.

Policy for gender equality

Perry Johnson Registrars, Inc. (PJR) was founded by Perry L. Johnson in 1994 and operates in the field of conformity assessment of management systems against international reference standards. PJR is currently accredited by ACCREDIA (Italy), UKAS (UK), ANAB (USA), JAB (Japan) and EMA (Mexico).

PJR has its headquarters in Michigan, USA, and branch offices in several countries around the world. PJR operates in Italy through Perry Johnson Registrars, Italy S.r.l. (PJR Italy), whose registered office is located in Via Bandello, 15 - Milan, with operational headquarters in Via Battistessa, 11 - Caserta.

To ensure the absence of any direct or indirect gender discrimination, PJR has adopted a gender equality management system for the Italian division in accordance with UNI/PdR 125:2022.

In addition, PJR encourages any action that aims to ensure working conditions respectful of individuals' dignity, thus striving to remove all cultural, organisational and material barriers (including stereotypes and unconscious bias), to allow employees' self-expression and full valorisation within the company, regardless of their gender.

PJR is committed to pursuing gender equality through the enhancement of diversity and women's empowerment in all processes involving recruitment, management, development and career advancement of employees, with a focus on pay equity, parenting and care, work-life balance and the prevention of all forms of physical, verbal and digital abuse (harassment) in the workplace.

PJR also commits to provide training and awareness-raising opportunities to all employees on issues involving gender equality, as well as to show the company's commitment to gender equality to all external stakeholders. Likewise, PJR is committed to avoiding stereotypes and prejudices in its marketing and communication activities, including events such as conferences, training, etc., promoting women's full visibility and participation in professional roles.

The General Management has appointed the *Manager of Italian Operations* as the Head of this Management System. It also appointed a Steering Committee consisting of the *Manager of Italian Operations*, the *Italian Program Manager* and the *Italian Technical Coordinator*. It has also adopted a Gender Equality Manual and specific Operational Procedures.

The General Management provides the necessary investments for the implementation and application of the management system for gender equality within the Italian division of PJR, the related training activities and the actions defined in the strategic plan.

PJR's Gender Equality Policy, which applies to the Italian department, is communicated across the company and available for consultation to all interested parties through the company's website <https://www.pjritaly.com>.

October 10, 2022

PJR President
Terry Boboige