

La SQS attesta che l'organizzazione di seguito indicata dispone di un sistema di gestione conforme ai requisiti della base normativa menzionata.

FARMAFLOR S.r.l.
Via Donatori di sangue, 9
12026 Piasco (CN)
Italia

Ulteriori siti riportati in appendice

Campo di applicazione

Misure per garantire la parità di genere nel contesto lavorativo, relativo alle attività di sviluppo e produzione di integratori alimentari, dispositivi medici, alimenti a fini medici speciali e cosmetici per contro terzi in tutte le forme farmaceutiche solide e liquide.

Base normativa

UNI/PdR 125:2022 **Sistema di gestione per la parità di genere**

No. di reg. H70256
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Validità 19.12.2023 – 18.12.2026
Emissione 19.12.2023



SGQ 148A

Membro degli Accordi di Mutuo
Riconoscimento EA, IAF e ILAC
Signatory of EA, IAF and ILAC
Mutual Recognition Agreements


A. Grisard, Presidente SQS


F. Müller, CEO SQS



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Associazione Svizzera per Sistemi di Qualità e di Management (SQS)
Bernstrasse 103, 3052 Zollikofen, Svizzera



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<i>Sede centrale</i>	<i>Campo di applicazione</i>	<i>Norma / Revisione</i>	<i>No. di reg.</i>	<i>Validità</i>
FARMAFLOR S.r.l. Via Donatori di sangue, 9 12026 Piasco (CN) Italia	Misure per garantire la parità di genere nel contesto lavorativo, relativo alle attività di sviluppo e produzione di integratori alimentari, dispositivi medici, alimenti a fini medici speciali e cosmetici per contro terzi in tutte le forme farmaceutiche solide e liquide	UNI/PdR 125:2022	H70256	19.12.2023 18.12.2026
<i>Siti</i>	<i>Campo di applicazione</i>	<i>Norma / Revisione</i>	<i>No. di reg.</i>	<i>Validità</i>
FARMAFLOR S.r.l. Via Favole, snc 12020 Venasca (CN) Italia	Misure per garantire la parità di genere nel contesto lavorativo, relativo alle attività di sviluppo e produzione di integratori alimentari, dispositivi medici, alimenti a fini medici speciali e cosmetici per contro terzi in tutte le forme farmaceutiche solide e liquide	UNI/PdR 125:2022	H70256	19.12.2023 18.12.2026
FARMAFLOR S.r.l. Complesso Ninì Barbieri, snc 88021 Borgia (CZ) Italia	Misure per garantire la parità di genere nel contesto lavorativo, relativo alle attività di sviluppo e produzione di integratori alimentari, dispositivi medici, alimenti a fini medici speciali e cosmetici per contro terzi in tutte le forme farmaceutiche solide e liquide	UNI/PdR 125:2022	H70256	19.12.2023 18.12.2026
FARMAFLOR S.r.l. Via Maneira, 17/bis 18039 Ventimiglia (IM) Italia	Misure per garantire la parità di genere nel contesto lavorativo, relativo alle attività di sviluppo e produzione di integratori alimentari, dispositivi medici, alimenti a fini medici speciali e cosmetici per contro terzi in tutte le forme farmaceutiche solide e liquide	UNI/PdR 125:2022	H70256	19.12.2023 18.12.2026

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GENDER EQUALITY POLICY ACCORDING TO UNI/PDR 125:2022

The Farmaflor Srl Management has always been attentive to the market evolution and needs so to implement our policy to promote gender equality not only within the company, but trying to foster relationship and business relations with companies and professionals equally committed to gender inclusion and equality issues, decided to establish and implement a management system in accordance with document UNI/pdr 125:2022 “Guidelines on the management system for gender equality”.

The Farmaflor Srl Management, in collaboration with the Steering Committee (otherwise called *Committee on Equality*), has therefore decided to adopt a policy of enhance and protect diversity and equal opportunities in the workplace, pursue gender equality, enhancing diversity and supporting female empowerment.

For all the above, Farmaflor Srl Management:

- undertakes to ensure that staff have equal access to roles of responsibility with equal competence, qualifications and competences;
- undertakes to provide staff with a fair level of remuneration according to their competence, professional skills and experience of each employee with the aim of pursuing fair pay;
- is committed to the family welfare of its staff both in terms of both in terms of flexible working hours and agile working;
- undertakes to train and raise staff awareness of gender equality, as inclusive language, gender stereotypes, prejudices, harassment, bullying;
- is committed to communicating, both internally and externally, its willingness to pursuing gender equality, improving diversity and supporting women’s empowerment.

The Farmaflor Srl Management also undertakes to ensure that this policy is:

- communicated and released within the organisation and to its stakeholders;
- subject of training and awareness of business management;
- revised or confirmed periodically during the revision based on the events, changes and results of monitoring and verification;
- coordinated by a responsible person designated by management and with organisational and gender skills.





In order to pursue its gender equality policy, Farmaflor Management, in collaboration with the Gender Equality Committee, has defined a strategic plan necessary for its implementation, setting up a management model that guarantees over time the maintenance of defined and implemented requirements, measuring the progress the results through the preparation of specific KPIs, identified on the basis of the 6 areas themes indicated by UNI/pdr 125:2022:

- Culture and strategy: improving the working environment by promoting inclusion, gender equality and enhancing gender diversity, overcoming stereotypes, discrimination or (even unconscious) prejudices related to gender issues.
- Governance: implementation of a governance model aimed at defining the appropriate organisational arrangements and the presence of the minority gender in the governing and control bodies of the organisation and the presence of processes to identify and remedy any form of non-inclusion.
- HR processes: implementation of HR processes, covering all aspects of the employment relationship such as recruitment, integration, training, skills development, promotion, remuneration, termination, based on the principles of inclusion and respect for diversity.
- Opportunities for growth and inclusion of women in the company: improvement of the organization's ability to offer gender-neutral internal career and growth paths.
- Remunerative equity by gender: implementation of processes for the equity of remuneration between gender, including benefits and welfare systems.
- Protection of parenting and work-life reconciliation: implementation of policies to support staff in their parenting and caregiver activities.

Piasco, October the 3rd, 2023

Signatures
FARMAFLOR S.R.L.