Italyscape: Equity Perspectives — Gender Equality Policy

Italyscape, a Turin-based DMC and Società Benefit with a workforce of over 90% women, has adopted a Gender Equality Management System. The policy turns ethical principles into measurable actions, ensuring professional growth, pay equity, and well-being.

Vision and Core Principles

UNI/PdR 125:2022 Certification

Adoption of a certified management system to ensure continuous improvement of equality.

Inclusiveness as a Strategic Value

Recognition of diversity as an asset to be safeguarded through open and respectful work environments.

Zero Tolerance

Absolute prohibition of any form of violence, harassment, or gender-based discrimination.

Commitments and Concrete Actions

Impartial Selection

At least two evaluators per interview to reduce cognitive bias.

Neutral job postings and multi-member evaluation panels.

Welfare and Flexibility

Annual welfare budget and up to 3 days of remote work per week.

Smart Working:

2 standard days, 3 days for parents (children under 7) and during holiday periods.

Company Welfare:

structured annual budget with additional allowance for family dependents.

Pay Equity

Constant monitoring of the Participation Bonus (PDP) to ensure effective pay equity across genders.