

GENDER EQUALITY POLICY

We invest in every one of our people because we believe they are the key to our success.

We believe that to ensure a high level of services offered, continuous investment in staff training and a meritocratic system that motivates and rewards those who give their best are necessary.

LARIOHOTELS SOCIETÀ BENEFIT S.P.A. is committed to creating a work environment where everyone feels respected and valued in their identity, where gender equality is pursued, and women's empowerment is supported.

LARIOHOTELS SOCIETÀ BENEFIT S.P.A. promotes behaviors and languages that guarantee an inclusive environment, open to the expressions of all.

LARIOHOTELS SOCIETÀ BENEFIT S.P.A. manages its personnel based on meritocracy and substantive equality in the workplace, regardless of gender, ensuring and continuously monitoring:

- gender neutrality in recruitment and role assignment activities;
- equal participation in training programs;
- fair access to career paths;
- objective assessment of work performance based on skills;
- pay equity;
- work-life balance;
- a culture of parenthood where parental leave can be taken by all.

In marketing and communication activities, as well as public events, LARIOHOTELS SOCIETÀ BENEFIT S.P.A. must pay the utmost attention to avoiding gender stereotypes and promoting women's contributions in the workplace.

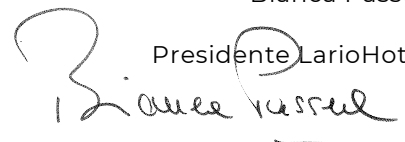
To this end, aware of the importance of this policy, LARIOHOTELS SOCIETÀ BENEFIT S.P.A. adopts appropriate measures to inform and raise awareness among all staff to promote inclusion and to eliminate stereotypes, discrimination, and all forms of physical and verbal abuse.

LARIOHOTELS SOCIETÀ BENEFIT S.P.A. provides accessible, secure, and confidential reporting channels to report any behaviors or situations that do not comply with the above corporate principles, always ensuring the highest level of privacy protection.

Como, 18 September 2026

Bianca Passera

Presidente LarioHotels



VISTA
★★★★L

VILLA FLORI
LAGO DI COMO
★★★★S

POSTA DESIGN
LAGO DI COMO
★★★