CERTIFICATE

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KEYPARTNERS

UNI/PdR 125:2022

DEKRA Testing and Certification S.r.l. hereby certifies that the company

Keypartners Italy SRL

Scope of certification:

Measures to ensure gender equality in the working context in the field of employment agencies, personnel search, selection services, training, DE&I and consultancy services.

Certified location:

Piazzale Biancamano, 8 - 20121 Milano (MI) - Italy (further locations see annex)

has defined and maintains active a management system for gender equality which provides for the adoption of specific KPIs (Key Performance Indicators) inherent to gender equality policies in organizations.

The conformity was adduced with audit report no. DK22503357.PdR125.

Please refer to the documented information in the Gender Equality Management System for details on exclusions from the requirements of the standard.

This certificate is valid

from 23/02/2024 to 22/02/2027

Certificate registration no.: Q-Pdr125-24-014

Date of the first certification: 23/02/2024

Pietro Biglia – Legal Representative DEKRA Testing and Cortification S.r.l. Cinisello Balsamo, 23/02/2024





Membro degli Accordi di Mutuo Riconoscimento EA, IAF e ILAC

Signatory of EA, IAF and ILAC



Failure to comply with the General Conditions of Sale and Certification may invalidate this certificate, For the use of the ACCREDIA trademark refer to www.accredia.it; for the use of the trademark UNI refer to www.uni.com

Annex to the Certificate No. Q-Pdr125-24-014

Valid from 23/02/2024 to 22/02/2027

The following locations belong to the certificate above:

| Headquarter | Certified location | Scope of certification |
|-----------------------|--|------------------------|
| Keypartners Italy SRL | Piazzale Biancamano 8 - 20121 Milano (MI) - IT | See page 1 |

| | Administrative and Operative Site | Certified location | Campo di applicazione della certificazione |
|--|-----------------------------------|---|---|
| | Keypartners Italy SRL | Viale Angelo Masini,12/14 - 40126 Bologna (BO) - IT | Measures to ensure gender equality in the working context in the field of employment agencies, personnel search, selection services, training, DE&I and consultancy services. |
| | Keypartners Italy SRL | Via Antonio Salandra 18 - 00187 ROMA (RM) - IT | Measures to ensure gender equality in the working context in the field of employment agencies, personnel search, selection services, training, DE&I and consultancy services. |

Pietro Biglia - Legal Representative DEKRA Testing and Certif cation S.r.l. Cinisello Balsamo, 23/02/2724