



GENDER EQUALITY POLICY

UNI/PDR 125:2022

April 2025

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At Cushman & Wakefield, we believe in the value of people. We want each employee and collaborator to feel included and to be able to contribute their best skills, experience and commitment. To this end, we adopt strategies for the development and management of human resources that promote and improve an inclusive culture. This culture enhances the uniqueness of people and their professional growth, regardless of their role in the organisation.

The company is also committed to a culture that respects and includes diversity in all its forms, including those relating to origin, social background, religion, political beliefs, age, physical abilities, identity and sexual orientation.

The Gender Equality Policy is perfectly aligned with these principles and serves as an explanation of them.

Cushman & Wakefield is committed to promoting and overseeing gender equality. The company aims to provide its employees and contractors with a healthy and fair working environment, where transparency and fairness are encouraged, and intolerance and inequity are discouraged.

The Gender Equality Policy aims to:

- ensure compliance with current legislation;
- commit to continuous and progressive improvement, in order to foster gender equality and, more generally, equality between all individuals;
- promote and adopt policies to encourage female employment, including in roles with responsibility.;
- adopt welfare measures and policies favouring equal opportunities for professional growth and career development, also taking into account the different needs of work/life time reconciliation;
- promote, adopt and monitor gender pay equity.

In this context and with these aims in mind, our Top Management undertakes to adopt effective measures to achieve the above objectives, as well as constantly supervising them by periodically monitoring the achievement indicators.

Cushman & Wakefield also undertakes to allocate adequate financial resources to achieve the purposes described, and to assign specific tasks to implement the necessary actions.

Finally, top management is committed to informing staff about the adopted policies and carrying out specific training on all gender equality issues.



Cushman & Wakefield is committed to promoting and overseeing gender equality. The company aims to enable its employees and contractors to perform their work in a healthy and fair environment, where transparency and fairness are encouraged, and intolerance and inequity are discouraged.

Cushman & Wakefield has implemented a Gender Equality Management System in accordance with UNI/PdR 125:2022, and has started a process of cultural change within its organisation, in order to achieve and maintain a more equal gender equality, also in terms of pay.

This management model aims to guarantee, over time, the maintenance of the requirements defined and implemented, measuring the progress of results through the preparation of specific KPIs that are accounted for in the management system documents.

The global policy contains references to policies related to personnel and career management, as well as communication. These policies aim to demonstrate the company's commitment to gender equality, diversity and women's empowerment. The general policy and the gender equality policies are part of a single system document and are reconfirmed or updated during the periodic review as part of the management system's verification and improvement.

The KPIs set out in Section 5 of UNI/PdR 125:2022 provide important information needed to determine and explain how Cushman & Wakefield is progressing towards its goals.

The gender equality policy :

- is defined by the Top Management, in coordination with the Steering Committee;
- is communicated and disseminated within the company and to its stakeholders;
- is included in the training and awareness programmes for senior management and managers;
- is reviewed or confirmed periodically during the revision phase on the basis of events, changes and the results of monitoring and audits;
- is coordinated by a professional from top management who possesses organisational and gender expertise. La politica di parità è disponibile sul sito <https://www.cushmanwakefield.com/it-it/italy/about-us/business-standards>, e contiene i principi e le indicazioni guida che definiscono l'impegno nei confronti dei temi relativi alla parità di genere, la valorizzazione delle diversità e l'empowerment femminile.

Cushman & Wakefield has appointed a Steering Committee to ensure the effective adoption and continuous implementation of the gender equality policy.

The Committee is responsible for developing and promoting interventions and policies that eliminate economic and social barriers. It addresses gender-based cultural models that lead to direct or indirect discrimination in policy areas affecting men and women. It also oversees the performance of the management system and its key performance indicators (KPIs) during regular meetings, taking action to identify and implement improvements

This Steering Committee is composed as follows:

- Mr Ulf Peter Joachim Sandberg, Legal Representative of C & W (U.K.) LLP, Italian branch
- Mr Luca Ciannamea, People Partner
- Mr Lamberto Agostini, Legal Representative of Cushman & Wakefield AS Italy srl;
- Ms Camilla Bastoni, Head of Sales & Account Management Project & Development Services;
- Ms Angela Biacchi, Personal Assistant to the Legal Representative of C & W (U.K.) LLP, Italian branch



CUSHMAN & WAKEFIELD

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