

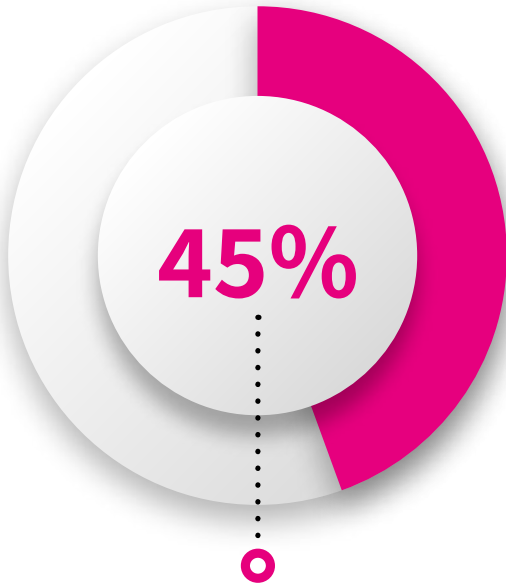


Women of Value

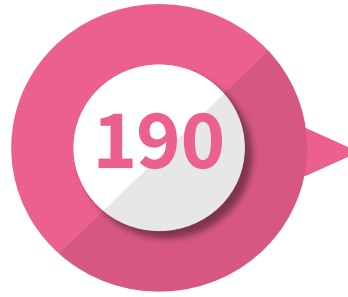
We are determined to evolve the concept of 'equal opportunities', to fully understand the interests of women and those of the company, and how closely interconnected and interdependent they are with each other, with the view to include and enhance every difference and resource and mutual respect.



LEM
positive



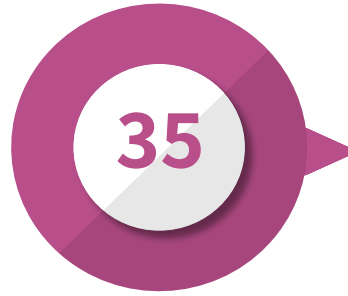
WOMEN MAKE UP 45% OF THE WORKFORCE



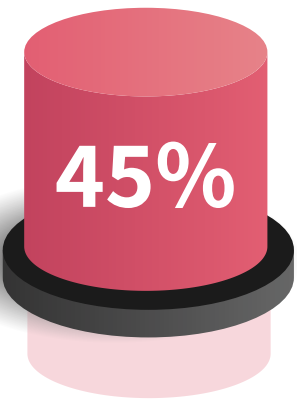
190 STAFF



5 CONTINENTS ARE REPRESENTED



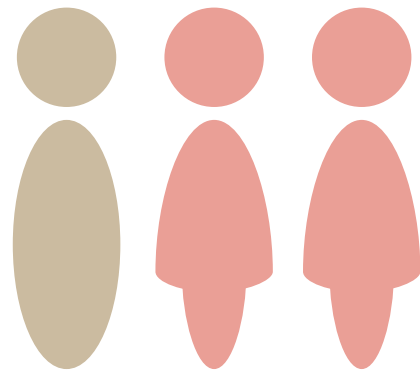
AVERAGE STAFF AGE OF **35** YEARS



WOMEN OCCUPY 45% OF THE POSITIONS OF IMPORTANCE



50% OF THE DEPARTMENTS ARE MANGED BY WOMEN



Plant Managers

Prevention is life



In **March 2020** and **March 2021**, on the occasion of Women's Day, the LEM INDUSTRIES Group offered the opportunity to its female staff to undergo a routine mammogram or ultrasound scan, free-of-charge at the mobile clinic for prevention, life and welfare care.



THIS ACTIVITY OCCURED DURING ACTIVE WORK SHIFTS AND WAS SUPERVISED BY SPECIALISED MEDICAL DOCTORS.

Attention Green



Ending the year on a happy note



In December 2019, O.C. reached the end of her trial period of her fixed-term contract. Our company, however, given the qualities that distinguish it and the excellent working results achieved, decided to confirm her status as indefinite, beginning January 2020. However, a few days later she approached the Personnel Office to decline the offer, advising that she recently discovered that she is expecting a child and was convinced that this would definitely have led to a different contractual outcome. To her great surprise, however, she was informed that the management had decided to confirm the hiring nonetheless. Double joy for O.C. and for our company. A new opportunity to confirm its dedication and attention to people and to women, in particular.

8 MARCH - INTERNATIONAL WOMEN'S DAY





Marta Caldi, Maestra del Lavoro (Award for Merit)

ON 1 MAY 2018, MS. MARTA CALDI WAS RECOGNISED WITH THE PRESTIGIOUS TITLE OF 'MAESTRA DEL LAVORO' AT THE SALONE DEI CINQUECENTO IN PALAZZO VECCHIO (FLORENCE), WITH THE AWARD OF THE DECORATION "STAR OF MERIT FOR WORK" AND THE RESPECTIVE COMMEMORATIVE PLAQUE.

The appointment came with an official communication from the Prefect of the Province of Florence, on behalf of the President of the Republic, and on the proposal of the Ministry of Labor and Social Policies.

The title of Maestra del Lavoro is the recognition by the Italian Republic for the many merits acquired over years of constant industriousness..

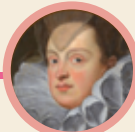
Meeting rooms
which have
been dedicated
to women
having made
history:



[Caterina de' Medici]



[Franca Viola]



[Eleonora de' Medici]



[Elsa Schiaparelli]



AD HOC CLOTHING

Clothing plays a fundamental role on every working day. We have made clothing choices with particular attention to the needs of each employee, selecting items that guarantee a good level of comfort, movement and balance for all roles, functions and situations.

- the chosen outfit allows ample movement and adapts to any body line
- the t-shirt is in 100% natural cotton, kind to the skin and to the environment
- the sweatshirt with zip-up front is practical and guarantees full mobility

luxury for luxury



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