

BEYOND WORDS

DIVERSITY. RESPECT. OPPORTUNITY.

Mod. 5.3.3 rev.01



Solutions for Building Technology

I INDEX

A MESSAGE FROM THE OWNER.....	3
A DIALOGUE THAT SHAPES OUR CORPORATE CULTURE.....	3
A PRACTICAL, EVERYDAY APPROACH.....	4
1 Recruitment.....	4
2 Promotions.....	4
3 Training and development.....	4
4 Investing in the future.....	4
5 A culture of open dialogue.....	4
6 Language - Rebels at work.....	4
7 Mutual respect as a foundation.....	5
8 Family at the centre.....	5
9 Rothoschool – training with vision.....	5
10 Thinking about the future, today.....	5

I A MESSAGE FROM THE OWNER

In our workplace, every person matters.

We firmly believe that respect, appreciation and equal opportunity are not goals to be achieved, but principles that guide our daily work.

Decisions concerning recruitment, promotion and remuneration are based solely on merit, competence and genuine contribution — never on personal characteristics.

A PHILOSOPHY, NOT A FORMALITY

We do not need regulations to remind us to treat people fairly.

Our corporate culture is built on lived values, not formal obligations.

We believe that inclusion is fostered through behaviour consistent with our values, not through forced language or protocols.

LEADERSHIP THAT INSPIRES

Our leaders lead by example.

Credibility is earned through consistency, transparency, and the ability to listen and value every voice.

CLEAR LANGUAGE, GENUINE INCLUSION

We see no need to complicate language to demonstrate inclusiveness. We use words that reflect our reality — open, direct and authentic.

VALUING PEOPLE

We do not promote categories.

We promote talent, passion and commitment, wherever they are found.

We are *Rebels at work* — and that includes everyone who shares our vision and wants to help build the company's future.

I A DIALOGUE THAT SHAPES OUR CORPORATE CULTURE

Our people are always at the heart of what we do, every day of the year.

We don't need special meetings dedicated exclusively to inclusion or equal opportunity, because the well-being of those who work with us is an integral part of our everyday life.

The Head of People & Culture and the company

owner meet every two weeks to discuss all matters relating to personnel. This space for ongoing dialogue reflects our genuine commitment to promoting a corporate culture that is inclusive, fair and open to diversity — not just between men and women, but between cultures, religions, backgrounds and more.

I A PRACTICAL, EVERYDAY APPROACH

1. RECRUITMENT

We have developed a detailed internal guide that sets out clear, shared standards for every stage of the recruitment process.

This structured approach helps us minimise the risk of discrimination, unconscious bias or subjective decision-making.

Our selection panels are often mixed, including people of different genders, to ensure a variety of perspectives and greater fairness in the decision-making process.

Every application is carefully, respectfully and transparently assessed, ensuring that everyone has the same opportunity to express their potential. Moreover, we avoid using artificial intelligence tools in our recruitment process to prevent any form of automated exclusion or algorithmic bias.

2. PROMOTIONS

With us, opportunities for growth are never lacking – you simply have to be ready to seize them.

What truly matters is personal commitment and performance. We have also established an internal guideline for promotions, ensuring a structured evaluation process, as objective as possible.

The selection criteria are clear, transparent and focused on performance, skills and the individual's real contribution. Each assessment panel includes a mix of individuals to ensure diversity of perspective and to minimise the risk of bias or favouritism.

Our goal is to recognise and reward merit.

3. TRAINING AND DEVELOPMENT

In a rapidly changing world, only those who keep learning move forward.

For us, personal growth is a key driver of corporate success.

That is why we invest in training and development for all personnel, regardless of their role or location – whether in the sales team, at headquarters or within our subsidiaries. Through regular and structured development and feedback sessions, we identify individual training needs and define personalised growth plans aligned with each person's aspirations and potential.

4. INVESTING IN THE FUTURE

We believe the future is built today, passing on values, skills and vision to the next generations.

That is why every year, we welcome students from schools and universities for internships across different areas of the company, offering them their first, hands-on experience in the workplace.

We also regularly invite schools and academic institutions to visit our company, where we not only present our operations but also highlight how a responsible employer looks after its people.

These opportunities for discussion are vital in promoting genuine appreciation of people, a diversity of perspectives and continual growth.

5. A CULTURE OF OPEN DIALOGUE

At the heart of every process of continuous development lies dialogue. Even when it may feel uncomfortable, open discussion is vital for the growth of both individuals and the organisation.

All personnel are encouraged to express their views – whether to suggest improvements, highlight ineffective processes or difficult situations within their teams.

We value direct and personal communication, and we invite people to have the courage to address issues openly.

While anonymity is always available, it can sometimes lead to unproductive complaints lacking constructive intent – which is why we prefer transparent dialogue. We strongly believe that open discussion helps resolve problems more effectively.

Our managers receive training on how to give and receive feedback constructively, respond with balance and focus on solutions.

The People & Culture Department is always available to listen when direct dialogue with a manager proves difficult.

If the seriousness of a situation is such that direct dialogue is too difficult, an anonymous channel is also available via our website.

6. LANGUAGE - REBELS AT WORK

We do not systematically adopt neutral or complex language forms – we believe inclusion is something to be lived, not written.

Our slogan, “*Rebels at work*”, represents all of us – regardless of gender, age or cultural background. Whether it’s a young graduate just starting out or a long-standing team member with years of experience, we see ourselves as part of the same movement: one that shares common values, a mission, and a vision to drive the company forward. We prioritise efficiency, authenticity and genuine values, steering clear of linguistic complexities that might shift attention away from what really counts – each person’s contribution.

7. MUTUAL RESPECT AS A FOUNDATION

In our workplace, there is no room for offensive, discriminatory or harassing behaviour. Any form of demeaning, exclusionary, intimidating, bullying or harassing conduct – whether verbal, physical or psychological – is unacceptable and will not be tolerated. We promote a culture of mutual respect, where everyone feels safe, heard and valued. We focus on what unites us: our passion for what we do, our shared values and our collective commitment to building an inclusive and collaborative environment.

8. FAMILY AT THE CENTRE

For us, family matters.

And when someone on our team is expecting a child, they are never alone: We offer personalised, practical support, including detailed guidance through all administrative and bureaucratic processes related to maternity or paternity.

On returning from parental leave, we provide the greatest possible flexibility – flexible hours, opportunities for remote work, customised holiday planning and even summer childcare services.

For those who wish, we maintain contact throughout maternity or paternity leave, providing updates on company life and helping to ensure a smooth return.

Even those on leave are invited to company events, because to us, they are always part of the team – even when temporarily away.

We invite personnel returning from leave to a dedicated session that provides company updates and helps make their return as smooth as possible.

We actively support parents in securing childcare places and, where needed, work with local institutions to promote awareness of the importance of full-time childcare provision.

Our commitment to supporting families goes beyond the workplace, reaching into the wider community where we operate.

9. ROTHOSCHOOL – TRAINING WITH VISION

Rothoschool is our in-house and external training centre, and a source of particular pride for us.

Our training teams are made up of experts in their respective fields, reflecting the diversity and expertise that define our organisation.

In addition to providing regular updates on the latest developments in the timber and fall protection sectors, the diversity among our trainers helps demonstrate that women and men can achieve the same level of competence and professional excellence – even in technical fields traditionally dominated by one gender.

10. THINKING ABOUT THE FUTURE, TODAY

Beyond initiatives focused on training and development, we also offer information sessions on topics that affect everyone, such as pension planning and supplementary health insurance.

Our goal is to encourage people to reflect on their future today, equipping them with the tools and knowledge needed to make informed decisions.

Responsibility starts with each one of us.

Together, every day, we help make our workplace as open, inclusive and authentic as possible.

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