

Gender Equality Report – Italy

Company Information

Company Name: NETZSCH-Gerätebau GmbH

VAT Number DE811186548

Registered Office Address: Wittelsbacherstraße 42, 95100 Selb, Germania

Number of Employees: 390

Sector: Manufacturing

Main Economic Activity: Italian transposition for ATECO Code 26.51

Section 1 – Workforce Composition

Category	Total Employees	Women	Men
Executives	8	1	7
Middle Management	31	9	22
White-collar workers	193	79	114
Blue-collar workers	140	8	132
Other (specify -> Apprentices)	18	9	9

Section 2 – Type of Contract

Type of Contract	Total	Women	Men
Permanent	327	62	265
Fixed-term	6	2	4
Part-time	39	33	6
Apprenticeship	18	9	9

Section 3 – Recruitment and Promotions (last 12 months)

Category	Hired	Promotions
Women	4	1
Men	10	3

Section 4 – Training

Type of Training	Total Participants	Women	Men
Technical/Professional	105	30	75
Soft Skills/Management	128	34	94

Section 5 – Parental Leave (last 12 months)

Type of Leave	Women	Men
Maternity Leave		
Paternity Leave		9
Parental Leave	5	1

Section 6 – Salary Gap (average gross monthly salary)

Category	Women (€)	Men (€)
Executives	10.283	12.417
Middle Management	7.435	7.396
White-collar workers	4.461	5.944
Blue-collar workers	3.643	4.099

Notes (Optional):

The figures presented in this report represent the unadjusted gender pay gap. This means they do not take into account differences in job roles, experience, working hours (e.g., part-time vs. full-time), industry, or specific qualifications.

Declaration

I confirm that the above data is accurate to the best of my knowledge.

Date: 04.04.2025

Name and Role: Doris Blumner, Head of Human Resources

Signature: Blumner