

# Group human rights policy





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GEWISS bases its entrepreneurial history on the respect of Human Rights that, together with the company guiding values of Integrity, Excellence and Sustainability, represents the basic prerequisite for the pursuit of every organization activity.

The Group Human Rights Policy is born with the goal to formalize the commitment of the Society in favour to the protection of Human Rights, in line with the principles declared in the [Code of Ethics](#) and in the [Suppliers Code of Conduct](#), which guide Gewiss in the transparent and responsible carrying out of its activities.

Further references to the Human Rights respect can be found also in other corporate documents such as: [Sustainability Policy](#); [Group Diversity & Inclusion Policy](#); [Quality, Health and Safety, Environment, Energy and Information Security Policy](#); [Corporate Citizenship Policy](#); [Anticorruption Policy](#).





The activities of GEWISS Group respect the principles of the **standards** about Human Rights published by **International Organizations**, such as:



the **United Nations International Bill of Human Rights**, including the **Universal Declaration of Human Rights**, the **International Covenant on Civil and Political Rights** and the **International Covenant on Economic, Social and Cultural Rights**;



the **Declaration on Fundamental Principles and Rights at Work** of the International Labour Organization (ILO);



the **2030 Sustainable Development Agenda**, adopted on 25th September 2015 by the United Nations and the respective 17 Sustainable Development Goals (SDGs).

This policy applies to **all the Companies** within the GEWISS Group and is promoted at **all levels** amongst employees and business partners in all the **countries** in which it operates.

The document is approved by the GEWISS CEO who, through the **Sustainability Steering Committee**, will periodically review it to assess its suitability and to define potential improvements.

# Principles



## Discrimination and harassment

- GEWISS **prevents and contrasts each kind of discrimination** based on age, race, nationality, political and trade union opinions, religious beliefs, sexual orientation, gender identity, individual vulnerabilities or any other personal feature. The Society **doesn't tolerate** any kind of physical, verbal, sexual **harassments** that can make the workplace hostile, intimidating, denigrating and offensive. The Society is therefore committed to investigate all cases of harassment in the workplace and to take appropriate action in this regard.

## Working conditions

- GEWISS **guarantees a working environment that protects workers' rights**, as well as **decent economic conditions** and **sustainable working hours**, in compliance with contractual agreements and local regulations. The Company is committed to promoting **professional orientation** and **training** for its resources with the aim of encouraging the dissemination of new skills.

## Child labor, forced labor and trafficked labor

- GEWISS **rejects any form of labour exploitation**, including child labor, forced labor and condemns human trafficking in all its forms. The minimum working age is regulated by the current legislation of the countries in which the activity is conducted.

## Health, safety and occupational well-being

- GEWISS **develops safe and healthy working processes and environments** in compliance with the current regulations of the countries in which it operates, adopting high prevention standards, with particular reference to accidents and occupational diseases, risk assessment and management. The Society promotes **individual well-being** also through active involvement and through the development of people's potential.



#### Freedom of association and collective bargaining

- GEWISS **recognizes the right of workers to meet in trade union associations** and to bargain collectively. The Society also constructively dialogues with recognized trade union representatives.

#### Local communities

- GEWISS **guarantees the respect for the rights of local communities**, protecting their environmental, social and cultural heritage. The Society also collaborates in projects aimed at increasing economic prosperity and growth of the communities in which it operates.

#### Anticorruption

- GEWISS **rejects all forms of corruption** and adopts appropriate measures to prevent and combat illegal practices. The Society is committed to repress any form of unethical behavior in the conduct of business activities.

#### Privacy

- GEWISS **respects the right to privacy** and applies processes to ensure the correct use of information and the processing of personal data of all its stakeholders.

GEWISS **wants to promote the contents of this Policy along its value chain** and it is open to the cooperation with associations that work for the protection of Human Rights.

Any notifications of violations of the aforementioned principles may be sent, using the "**Notification procedure**" available online, through the website at the section "Corporate Governance - Whistleblowing".

The Society informs its employees with the company Intranet and its stakeholder primarily with the **Sustainability Report** and throughout **its website** [www.gewiss.com](http://www.gewiss.com) on the contents of this Policy.

Throughout the commitment for the protection of Human Rights, GEWISS contributes to the achievement of the **Sustainable Development Goals (SDGs)** of the **United Nations 2030 Agenda**.

**GEWISS S.p.A.**

Registered Office: Via Domenico Bosatelli, 1  
24069 Cenate Sotto (BG), Italy

**T** +39 035 946 111

**E** [gewiss@gewiss.com](mailto:gewiss@gewiss.com)

[www.gewiss.com](http://www.gewiss.com)

Single shareholder company - Bergamo Business Register/VAT/Tax Code (IT) 00385040167  
Economic and Administrative Index 107496 - Share Capital EUR 60,000,000.00 fully paid up

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