

Sustainability policy



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GEWISS COMMITMENT

GEWISS has an entrepreneurial history based on a strong work ethic, technical culture and on an innovative vocation aimed at achieving excellence. These, combined with creativity, resourcefulness and competence, have allowed the company to establish itself as a leading player in the international electrotechnical sector.

GEWISS mission is to **create value** for customers, staff, communities and next generations providing scalable and innovative solutions for buildings, industries and infrastructures, connecting people and things, while improving safety and quality of life.

GEWISS is guided by the values of **integrity**, culture of **excellence** and **sustainability** and intends to develop its business focusing on the balance between economic and financial logic, social and environmental responsibility.

GEWISS faces every daily action, convinced that:

- sustainability is the fundamental prerequisite for **company development**, for the continuous improvement of its performance, for the strengthening of economic performance, its reputation, the health and safety of workers and the achievement of its environmental and social objectives;
- the creation of "**shared value**" for stakeholders is one of the main elements of the Group's sustainability;
- **digital transformation** is one of the key that will help the Group in its sustainable development;
- in addition to scrupulous compliance with the law, its work is based on the principles set out in the Code of Ethics, in the Model of Organization and Management and in the internal policies also adopted in the field of **Health, Safety and Environment**.

STRATEGIC APPROACH TO SUSTAINABILITY

GEWISS' Sustainability goals are fully integrated into the company's Strategic Development Plan. They cover a period of time that coincides with the Industrial Plan and are compliant with the **Sustainable Development Goals** (SDGs - Sustainable Development Goals) agreed within the 2030 Agenda of the United Nations.

Sustainability Governance is driven by the **Sustainability Steering Committee** that leads and monitors activities, identifies improvement objectives, evaluates the main areas of actions and reports directly to Gewiss CEO.

This Policy **applies to all companies that are part of Gewiss Group**, to employees and is promoted at all levels between employees, business partners and strategic suppliers of the Group, **in all countries in which it operates**.

This Policy is approved by Gewiss CEO, which through the Sustainability Steering Committee periodically reviews it to assess its adequacy and to define any improvements.

OUR POLICY

The Sustainability Policy is implemented through the following pillars:

▪ BUSINESS

GEWISS pays the utmost attention to **product/service solutions** as a set of tangible and intangible components.

The priority is to identify the needs and expectations of the “Customer”, to ensure that real needs can be translated into product/ service requirements and satisfied through a range of solutions capable of making new technologies communicate with the environments in which they are implemented.

For this reason the Group wants to:

- develop **innovative and sustainable products**, applying eco-design principles and fostering useful partnerships in the research and development;
- ensure **customer satisfaction** and truthful communication on the environmental impacts of products;
- promote the use of **low-impact processes, materials and services** that enhance natural resources and reduce waste throughout the life cycle of the product, also adopting circular economy practices.

■ GOVERNANCE

GEWISS intends to ensure an **ethical approach** during the development of business activities as a prerequisite for any action carried out and for the marketing of its products.

Integrity is an essential value for Gewiss in the management of relationships with stakeholders and is the foundation on which employees, customers and all stakeholders build **relationships of trust**.

GEWISS operates in full compliance with the laws and regulations of the individual countries in which it carries out its activities, adopting appropriate measures to prevent and combat corruption and illegal practices.

GEWISS:

- has adopted a set of **rules of conduct, monitoring tools and procedures** aimed at preventing corruption through prior and final verification of the way in which activities are carried out. By adopting this approach is prevented and repressed any kind of unethical behaviour;
- undertakes to keep continuously updated the adopted measures;
- undertakes to **raise awareness/train its staff and to inform suppliers and partners** in order to prevent and combat corruption and illegal practices, also in relation to communities, bodies and institutions, suppliers and customers.

In particular, it is foreseen the adoption of:

- the Code of Ethics and the Anti-Corruption Policy;
- for the companies that fall under Italian law, the Organizational and Management Models ex D.Lgs. 231/01;
- a personal data protection framework for the personal data management in respect of the European Regulation.

■ SOCIAL

GEWISS believes in the development of shared value throughout the supply chain and intends to assess the economic, environmental and social impacts arising from its activities at the territorial level. For this reason, GEWISS:

- works to develop and maintain an open dialogue with local communities and more generally with all stakeholders;
- takes into account the instances coming from the territory, promoting those that are in line with their values, promotes the growth and development of the community and enhances areas such as:
 - culture, knowledge, awareness and scientific research;
 - protection of the environment, health and awareness of social issues;
 - sport and well-being of the individual
- plans to make public the results achieved in the field of sustainable development by the Group;
- promotes within its supply chain and in relations with business partners the principles and criteria of ethical-social and environmental responsibility that guide the Group's activity.

In particular:

- requests that they adopt practices and conduct in line with the principles defined in the Code of Ethics, the Organisation and Management Models, the Anti-Corruption Policy, and this document;
- encourages the definition and implementation of organizational, environmental, safety and ethical criteria in the processes of qualification and evaluation of the supply chain.

■ ENVIRONMENT

GEWISS has always considered the protection of the environment as a fundamental prerequisite for its business development.

GEWISS aims to ensure that the use of environmental resources, necessary to meet its current needs, is managed responsibly so as not to damage and impoverish them for use by future generations.

The constant search for efficiency and effectiveness of business processes and flows results in a continuous commitment to improve environmental and energy performance through initiatives, among those:

- a scrupulous attention to "costs that do not generate value";
- rational and efficient use of resources;
- the purchase of energy-efficient products and services;
- updating operational practices in the light of technological improvements;
- the adoption, according to international standards, of certified Environmental and Energy Management Systems in the operating entities.

GEWISS, in line with these principles of action, also intends for the future to:

- promote the use of low-carbon energy sources;
- minimize the environmental impact of its activities, reducing energy consumption, emissions into the atmosphere and waste production, especially through the improvement of quality, the efficiency of plants and its products, the recycling of materials in a "circular economy" perspective;
- promote the conscious and responsible use of all available natural resources;
- prevent environmental pollution by minimising the impact of its activities, products and services on the territory and more generally on stakeholders;
- promote and contribute to the development of the circular economy.

■ PEOPLE

GEWISS operates with respect of human capital and the natural and social environment, by directing its efforts towards the **growth of professional skills of human resources** and encouraging **active participation** in respect of human rights. Each employee is active in identifying the needs and expectations of their “internal customers”, in satisfying them by providing the best service, through a positive, proactive and responsible attitude in carrying out the activities and working according to the methodology adopted by GEWISS.

In line with this principle, GEWISS:

- has undertaken an important **path of Human Capital Management** that involves the company and is aimed at protecting, promoting and developing human capital
- recognizes the **fundamental contribution of its people** to the achievement of business objectives and enhances their expertise through appropriate evaluation systems and the adoption of training courses dedicated to professional development;
- promotes **equal opportunities and equality** among its people without discrimination of nationality, age, gender, sexual orientation and political opinion;
- encourages the adoption and **development of Health and Safety Management Systems** according to international standards to minimize risks and improve the safety and health of its staff and third parties operating at the facilities and/ or offices of the Group;
- recognises the importance of the **social partners' contribution** to the development of labour management policies;
- undertakes to demand **respect for Human Rights** from all those who collaborate with Group companies, as employees, suppliers, contractors or partners;
- adopts initiatives and policies to encourage a **healthy work-life balance**;
- promotes awareness on sustainability issues by developing ongoing **awareness, information and training actions** for its staff, to actively involve them in the path to sustainability of which it is an integral part.

The commitment of every GEWISS employee in the adoption of responsible, ethical and sustainable behavior is constant and aimed both at the detection of abnormal situations, at the scrupulous respect for company procedures and the active participation in the training courses proposed.

Gewiss CEO

Paolo Cervini

GEWISS