

Sustainability Policy

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Approved by:	CEO

GEWISS COMMITMENT



GEWISS has an entrepreneurial history founded on the **ethic of work**, **technical culture** and an **innovative vocation aimed at achieving excellence**. These values, combined with creativity, enterprise and expertise, have enabled the company to establish itself as a leading player in the international electrotechnical sector.

Integrity is the foundation upon which employees, customers, and all stakeholders build relationships of trust. Integrity means being responsible, reliable, and guided by strong ethical principles.

Our culture of excellence is driven by a constant commitment to improvement and the achievement of challenging goals, creating something better every day than the day before, exploring innovative solutions, and fully leveraging our potential.

Finally, sustainability: we operate to reduce waste and manage human, natural, and financial resources efficiently. We aim to create value for our people, our customers, communities, and future generations.

GEWISS approaches its daily activities with the conviction that:

- **sustainability** is the fundamental prerequisite for business development, continuous improvement of performance, strengthening of economic results and reputation, as well as for ensuring the protection of workers' health and safety and the achievement of environmental, social, and governance objectives;
- the creation of "**shared value**" for stakeholders represents one of the key elements of the Group' sustainability;
- **digital transformation** and the responsible and conscious use of artificial intelligence and its potential can act as enabling factors in achieving the Group's sustainability objectives, in alignment with corporate strategies and in compliance with applicable regulatory and governance frameworks.

VISION

To be a leading company in the sector by promoting meaningful innovations for society.

MISSION

To create value for customers, people, communities, and future generations by delivering innovative and scalable solutions for buildings, industries, and infrastructures, capable of connecting people and things while enhancing safety and quality of life.

VALUES

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

SUSTAINABILITY APPROACH

GEWISS aims to build strong and long-lasting **collaborative relationships with its stakeholders**, based on a shared commitment to operate according to **ethical principles** and with attention to **people** and the **environment**. This approach fully reflects the value of sustainability for GEWISS, with a view to enhancing the entire value chain while striving to reduce the negative impacts of its activities.

To support the implementation of its commitments, GEWISS has defined **specific performance indicators** and **objectives**, both **qualitative** and **quantitative**, shared internally and, where appropriate, reported annually in the Group Sustainability Report. These enable the evaluation and monitoring over time of sustainability performance.

These sustainability objectives are an integral part of GEWISS's Strategic Development Plan and cover a timeframe consistent with the Industrial Plan. They are aligned with the United Nations 2030 Agenda Sustainable Development Goals (SDGs) and are based on compliance with the OECD Guidelines for Multinational Enterprises, the Universal Declaration of Human Rights, the fundamental Conventions of the International Labour Organization (ILO), applicable sustainability reporting regulations, and the requirements of management systems according to international standards.

Sustainability governance is entrusted to the GEWISS Group CEO, who approves this Policy and, supported by direct reports and the Sustainability Director, leads the Group's sustainable development by integrating a business model aimed at creating long-term shared value into corporate objectives. The CEO also periodically reviews this document to assess its adequacy and define any improvement actions.

This Policy applies to GEWISS S.p.A. and its subsidiaries (collectively, the "Group") and to all those who work for and collaborate with the Group at every level, position, and country, wherever they operate.

GEWISS also promotes the contents of this Policy throughout its entire value chain, including suppliers, consumers, and end users, with the aim of creating shared value.

OUR POLICY

The action lines and guiding principles defined within the Sustainability Policy are articulated across the **Environment**, **Social** and **Governance** areas and take into account the results of the double materiality assessment process, as well as the impacts, risks and opportunities identified as material for the Group.



ENVIRONMENT



GEWISS recognizes environmental protection as a **central element of its development** and is committed to **managing natural resources responsibly**, promoting their conscious use.

The Group directs its activities towards the continuous improvement of environmental and energy performance through process efficiency, the adoption of low-impact solutions throughout the lifecycle, and the application of internationally recognized standards.

In line with these principles, GEWISS also intends, going forward, to:

- commit to identifying, assessing, and managing its capability to adapt to climate change, in order to address physical vulnerability and climate-related risks and opportunities, both current and future, by defining resilience strategies;
- contribute to limiting the increase in global average temperature to 1.5°C by defining a strategy to reduce its greenhouse gas emissions;
- pay the utmost attention to the effective management of energy use within its operations by monitoring energy consumption and energy mix, and pursuing energy efficiency to minimize the environmental impact of its activities;
- commit to diversifying its energy supply sources by progressively increasing the share of energy from renewable sources, also through the gradual introduction of self-generation systems;
- prevent, control, and reduce pollution of air, water and soil, and more generally of all environmental matrices, through responsible management of emissions, continuous monitoring, and the evaluation, selection, and adoption of best available techniques for pollution reduction, while also implementing actions aimed at preventing incidents and emergency situations;
- commit to minimizing the environmental impact of its activities also through reducing waste generation, continuously improving the quality and efficiency of plants and products, adopting circular economy practices, identifying solutions to optimize production processes, and promoting environmental awareness and training among people;
- promote the sharing of information to support the solutions offered, with the aim of enabling responsible and efficient use of products and services throughout their entire lifecycle;
- promote processes, materials, services and solutions with lower environmental impact, integrating circular economy principles throughout all stages of the product lifecycle—from raw material selection to end-of-life—in order to enhance the use of natural resources, reduce waste, and foster durability, reuse, repairability, dismantling and recyclability;
- verify the presence of substances of concern and substances of very high concern (SVHC) within product components, committing to seeking their substitution and minimizing their use wherever possible and in line with applicable regulations, while informing users of actual or potential impacts associated with such substances, also taking into account possible restrictions on their use, distribution or marketing.

SOCIAL



GEWISS recognizes the **central value of people** throughout its entire value chain and operates with respect for human and social capital: respect for **Human Rights**, **fairness**, **meritocracy**, **care for the individual**, and **non-discrimination** are fundamental prerequisites for the pursuit of all Group activities.

GEWISS has defined specific corporate *Behaviours* that serve as guidelines for all personnel, with the aim of orienting daily conduct and approaches. The Group expects all those who collaborate with its companies — as employees, suppliers, contractors, or partners — to fully respect Human Rights, not tolerating any form of violation.

Therefore, GEWISS:

- is committed to supporting respect for universally recognized human rights in all its activities, promoting their observance also by suppliers, partners, and stakeholders. This commitment translates into a zero-tolerance policy towards any form of exploitation and violation of fundamental human rights, while contributing to the development of the best possible working conditions;
- condemns all forms of child labour and forced labour within its operations and along the value chain and undertakes, in the extremely remote event that such practices are identified, to adopt corrective measures, collaborating with stakeholders to ensure the restoration of the individual's educational path, personal development, and full reintegration into the community;
- ensures the full commitment of top management to health and safety management and is committed to providing a safe and healthy working environment, including through training and awareness initiatives aimed at promoting safe behaviours;
- encourages the adoption and development of occupational health and safety management systems compliant with internationally recognized standards, with the aim of minimizing risks and improving the safety and health of its employees and third parties operating at the Group's sites and/or offices;
- promotes equal opportunities and equality among its people, without discrimination based on nationality, age, gender, sexual orientation, or political opinion;
- ensures the application of national collective labour agreements to safeguard workers' rights at every stage of the employment relationship, counteracting any form of discrimination and/or retaliation, including in terms of remuneration;
- recognizes the fundamental contribution of its people to the achievement of corporate objectives and enhances their value through appropriate evaluation systems and dedicated training paths for professional development;
- adopts policies and implements initiatives to promote work–life balance;
- ensures fair remuneration for its people, commensurate with responsibilities and contributions, in compliance with applicable regulatory and contractual frameworks and aligned with market benchmarks;
- recognizes the importance of the contribution of social partners in the development of labour management policies;
- recognizes workers' rights to freedom of association and collective bargaining, maintaining constructive dialogue with recognized trade union representatives;
- promotes awareness on sustainability through continuous initiatives of communication, information, and training for its personnel, actively involving them in the sustainability journey;
- promotes, within its supply chain and in relations with business partners, the ethical, social, and environmental responsibility principles and criteria that guide the Group's activities, requiring the adoption of behaviours and practices aligned with the Code of Ethics and its policies.

At the same time as its focus on its own employees, GEWISS believes in the shared development of value across the entire value chain and aims to assess the impacts of its activities at the local level.

For this reason, GEWISS:

- is committed to identifying, assessing, and managing impacts, risks, and opportunities related to communities affected by its activities and those of its value chain, with the objective of remedying negative impacts and enhancing positive ones;
- works to develop and maintain an open and ongoing dialogue with local communities and, more broadly, with all stakeholders;
- considers requests and inputs from the local area, promoting those that are aligned with its values and supporting the growth and development of communities in areas of interest to the Group;
- aims to make visible the results achieved and the Group's sustainability performance.

Furthermore, in the development of its product and service solutions, understood as a combination of tangible and intangible components, the utmost attention is given to identifying the needs and expectations of consumers and end users, ensuring:

- the highest level of attention to and full respect for the health and safety of customers and end users;
- the possibility for end users to express concerns and/or submit reports, ensuring the protection of their privacy and confidentiality, as well as proper handling of the report itself;
- that end users have access to all necessary information to use the products effectively, during installation and use phases, as well as at end-of-life, by providing guidance for proper disposal and recovery processes;
- transparent and truthful communication on the environmental impacts of its solutions and products;
- the development and implementation of innovative solutions that improve customers' energy efficiency, thereby making a concrete contribution to combating climate change;
- the application of a sustainable management approach throughout the entire lifecycle of events organized at the GEWISS Experience Center, taking into account environmental, social, and economic resources, with the aim of raising awareness and engaging all stakeholders.

GOVERNANCE

GEWISS is committed to ensuring that an **ethical approach guides all business activities**, serving as a prerequisite for every action undertaken and for the commercialization of its products.

Integrity is an essential value for GEWISS in managing relationships with stakeholders and represents the foundation upon which employees, customers, and all stakeholders build relationships of trust.

The GEWISS Group operates in **full compliance with the laws and regulations** of the countries in which it conducts its business, adopting appropriate measures to prevent and combat corruption and illegal practices.

Operating in both domestic and international markets, GEWISS bases its commercial policies, market strategies, and business decisions on **best practices and the principle of professional fairness** towards customers, consumers, suppliers, and, more generally, all business partners and stakeholders. The Group ensures their full protection and respect for contractual conditions at all stages and throughout the entire duration of the relationship, also through continuous attention to customer feedback and complaints, as well as to the protection of all sensitive information collected, processed, or stored for business purposes.

Therefore, GEWISS:

- has adopted a set of rules of conduct, control tools, and procedures aimed at preventing corruption through both ex-ante and ex-post verification of how activities are carried out, in order to prevent and address any form of unethical behaviour;
- is committed to continuously updating the measures adopted;
- is committed to raising awareness, informing, and training its personnel and business partners acting on behalf of or for the benefit of GEWISS to prevent and combat corruption and illegal practices, including in relations with communities, institutions, suppliers, and customers;
- is committed to ensuring the development of business relationships focused on customer needs, always enabling customers to make free and informed choices;
- is committed to establishing long-lasting and transparent relationships with its suppliers, including by supporting their financial soundness through fair and timely payment practices;
- enables all stakeholders to express and report concerns and/or needs through appropriate dedicated channels, ensuring proper handling of such reports while safeguarding the confidentiality of both the reporter's identity and the content of the report;
- considers the protection of personal data as an essential requirement for building valuable relationships and therefore ensures full compliance with applicable national and international Privacy and Data Protection regulations, guaranteeing the proper handling of data and allowing access only to authorized parties.

In the belief that the ultimate purpose of sustainability is to create value not only for the Company but for all stakeholders within the context in which it operates, GEWISS bases its activities not only on full compliance with applicable laws, but also on the principles set out in this Sustainability Policy, further detailed in the related policies identified herein.



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