



Human Rights Policy

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History:

Edition	Date	Reason for revision / comments
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Approval:

	Function
Drafted by:	QHSE System Specialist
Verified by:	QHSE & Sustainability Director
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.

GEWISS ensures respect for universally recognized Human Rights which, together with Integrity, Excellence and Sustainability—the Company's core values—constitute the fundamental basis for carrying out all the organization's activities.

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.

The Group's operations comply with the principles established by international standards on Human Rights, including:

- the United Nations International Bill of Human Rights, comprising 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 International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work;
- the 2030 Agenda for Sustainable Development, adopted on 25 September 2015 by the United Nations General Assembly, and its 17 Sustainable Development Goals (SDGs).

Any reports of violations of the principles set out in this Policy may be submitted in accordance with the "Whistleblowing Procedure" available on the website, in the "Corporate Governance – Whistleblowing" section.

GEWISS informs its employees through the corporate Intranet and its stakeholders primarily through the Group's annual Sustainability Report and via the website www.gewiss.com regarding the contents of this Policy.

Based on these principles, the organisational and operational context, and the Sustainability Policy, the *Diversity & Inclusion Policy* was developed. The principles set out in this Policy, in line with what is stated in the Group policies, guide GEWISS in carrying out its activities in a transparent, responsible and sustainable manner.

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

The Policy applies to GEWISS S.p.A. and its subsidiaries (collectively, the "Group") and to everyone who works for and collaborates with the Group at every level, grade and country, wherever they may be located.

OUR POLICY

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 CONDITION

GEWISS **guarantees a working environment that protect 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 & CONFIDENTIALITY

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 also intends to promote the contents of this Policy throughout its entire value chain, including suppliers, consumers, and end users, with the aim of creating shared value, and is open to cooperation with organizations dedicated to the protection of Human Rights.

GEWISS S.p.A.

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