



Diversity & Inclusion Policy

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	Function
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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 attaches vital importance to **human capital**. People are the driving force behind the organization's success and the creation of value for the company and its stakeholders. For this reason, the Company is committed to ensuring management based on principles of fairness, integrity and respect, aimed at enhancing and protecting its people, while requiring compliance with these essential and non-negotiable values, both in internal relations and in interactions with third parties.

GEWISS strongly believes that diversity and plurality are values that help create an open and stimulating workplace. An inclusive culture promotes the effectiveness of decision-making processes thanks to a wealth of skills, opinions and perspectives that guide innovation, enabling rapid and targeted responses to market changes, promoting sustainable improvements in business performance and fostering effective and virtuous behaviors.

This Diversity and Inclusion Policy is therefore born with the aim of formalizing GEWISS commitment to the promotion and protection of the values of inclusion and equality that, in line with what is stated in the Group Policies, guide GEWISS in the transparent and responsible conduct of its activities.

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

GEWISS promotes **equality**, distancing itself from any kind of discrimination based on age, ethnic origin, nationality, political and trade union opinions, religious beliefs, sexual orientation, gender identity, individual vulnerabilities and any other personal characteristics.

GEWISS adopts ways of managing people based on principles of **equity**, ensuring **equal opportunities** throughout all stages of working life and in employee initiatives. GEWISS is committed to ensuring and requires **compliance with these principles** by all recipients, at all stages of the employment relationship, from the selection phase to the conclusion of the relationship.



GENDER

Fair representation, promotion and opportunity of all genders with the aim of overcoming every stereotype, discrimination or prejudice in order to create the best conditions in which each person can best express himself by promoting the reconciliation of personal and professional life. Commitment to the removal of potential obstacles, including those related to sexual orientation.



GENERATIONS

Ensure the integration between the different generations that coexist within the organization by encouraging **dialogue** and **intergenerational confrontation**. The focus is not only on the personal and professional age of the workers but also on finding effective ways for their development, in order to encourage the contamination of different social, cultural and work experiences, as well as different skills, knowledge and skills typical of each generation.



ABILITY

Recognition of **equal opportunities** for all personnel regardless of sensory, cognitive and motor vulnerabilities, promoting their **inclusion** and thus contributing to the breaking down of cultural, sensory and physical barriers.



INTERCULTURALITY

Promotion of the integration of different cultures and experiences through an **intercultural vision** and open to **multi-level comparison**, based on organizational and social cooperation. The goal is to make people live together with different cultures to support innovation and accelerate personal and business growth.



THOUGHT

Inclusion of **different ways of thinking**, views, experiences, skills and personality traits.

GEWISS does not discriminate on the basis of race, colour, age, gender, identity or expression of gender, sexual orientation or identity, marital status, language, background, religion, health status, pregnancy, political or other opinions, disability, nationality or origin/birth or any other status in recruitment, training, promotion, remuneration or employment practices.

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