



Citizenship Policy

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	Function
Drafted by:	QHSE System Specialist
Verified by:	QHSE & Sustainability Director
Approved by:	CEO

GEWISS COMMITMENT



The history of our business is based on **Integrity**, **Excellence** and **Sustainability**. These values represent the fundamental basis for striving for the **continuous improvement of our performance**, understood as economic results, reputation, workers' health and safety, and the achievement of all our environmental and social targets.

As an industrial player, we're aware of the important role we play in the market, for the economic growth and for people **well-being** and the **communities** we operate with. This is why our sustainability strategy has dedicated a core section to them, which is enhanced by the cooperation with local communities and the proximity to the areas we operate in. This is why we want to propose to the local communities' initiatives and projects aimed at satisfying their actual needs.

Through this document, we aim to define in a clear and structured way the scope and type of initiatives intended to address the needs of the communities we seek to support, while ensuring that they remain connected to the activities of the GEWISS Group

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

Sustainability governance is entrusted to the **CEO of the GEWISS Group**, who approves this Policy and, with the support of his direct functional reports and the Sustainability Director, leads the Group's sustainable development by integrating a business model aimed at creating shared long-term value into the company's objectives. He also periodically reviews this document in order 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, grade and country, wherever they may be located.

OUR POLICY



To know and to be known in the regions and in the social context with which we interact



To improve existing relationships with target groups and create new relationships



Invest in the community in a coherent and business integrated way



Our strategic approach to identifying the needs of the local areas and communities in which we operate necessarily revolves around these three pillars.

Synthesising these three elements allows us to **combine competitiveness with the creation of social value**. This generates great opportunities for development, both for the Group and for our stakeholders.

The sustainability objectives contained in this Citizenship Policy are integrated into the company's Strategic Development Plan and cover a period of time that coincides with the Industrial Plan.

They are compliant with the Sustainable Development Goals of the United Nations (SDGs).

The ultimate goal of the projects linked to the Corporate Citizenship Policy is to create shared value and to contribute to the sustainable development of people, communities and territories in order to achieve the above Sustainable Development Goals (SDGs).

The initiatives focus in particular on the following areas:



Corporate Citizenship initiatives are implemented in accordance with the corporate principles and values of **Excellence, Integrity and Sustainability**, and are based on formalised procedures. Initiatives, such as events, activities, partnerships, sponsorships, community projects and donations, are decided on a discretionary basis, taking into account the opportunities and objectives of the company.

Updates on activities, initiatives and events relating to our Citizenship projects are shared internally on our company Intranet and externally via our social media channels, print media, advertisements and on our website www.gewiss.com.

GEWISS S.p.A.

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