



Quality, Health & Safety, Environment and Energy Policy

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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 aims to be a benchmark in the sector by promoting meaningful innovations for society. Our mission is to create value for our customers and our people by offering innovative and scalable solutions for buildings, industries and infrastructures, capable of connecting people and things while improving safety and quality of life.

We are guided by the values of integrity, a culture of excellence and sustainability, and we pursue business development with a focus on balancing economic and financial drivers with social and environmental responsibility, while protecting our information, tangible and intangible assets.

The Policy establishes a clear reference framework and encourages dialogue with all stakeholders, both internal and external.

Within this context, all Group companies adopt the contents of the Policy and, through their management systems and/or organizational structures, they:

- ensure compliance with applicable regulations;
- provide employees with a clear framework of guidelines;
- contribute to the identification and achievement of Group objectives and targets.

Based on these principles, the organisational and operational context, and the Sustainability Policy, the *Quality, Environment, Health & Safety and Energy 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 considers the quality of its processes, environmental protection, workers' health and safety, risk prevention, energy efficiency, and the effective management of its assets as essential to the development of its business activities.

These principles represent the fundamental basis for continuous experimentation and the pursuit of greater efficiency in both internal and external processes, from which the guidelines of the Quality, Health and Safety, Environmental and Energy Policy are derived:

- 1 SOLUTIONS.** GEWISS pays the utmost attention to the solutions it provides, understood as the combination of tangible and intangible components. The Brand represents a symbol of quality and reliability of solutions, products and/or services, and serves as a key lever to ensure sustainable growth over time. Care is devoted to all stages of the product lifecycle, from design to use, up to end-of-life management.
- 2 CUSTOMER.** The utmost attention is devoted to identifying the needs and expectations of consumers and end users (the "Customer"), to ensure that actual needs are translated into product/service requirements through an offering of solutions capable of enabling interaction between people, new technologies, and the environments in which they operate. Equal attention is paid to ensuring customer safety during the use of our solutions.
- 3 BUSINESS PROCESSES.** The continuous pursuit of efficiency and effectiveness in processes and business flows translates into an ongoing commitment to improving environmental, energy, health and safety performance through:
 - careful attention to "non-value-adding costs";
 - the rational and efficient use of resources, including energy saving;
 - the prevention of pollution (air, water, soil, thermal, acoustic, electromagnetic and environmental matrices) and the reduction of environmental impacts;
 - the development of safe and healthy working environments in compliance with applicable legislation, the prevention of injuries and occupational diseases, and the efficient use of energy resources;
 - the procurement of sustainable and energy-efficient products and services;
 - the continuous updating of operational practices in line with technological progress;
 - the development of processes and technologies aimed at protecting information as a corporate asset.
- 4 REGULATIONS.** GEWISS operates in strict compliance with applicable laws and with company regulations/procedures and, where possible, adopts even more stringent standards to protect the environment, ensure the responsible use of energy, and safeguard health and safety in the workplace.
- 5 PEOPLE.** The Company operates with respect for human capital and the natural and social environment, directing its efforts towards the development of employees' professional skills and encouraging active participation in full respect of individual rights. Each employee is expected to consistently adopt a responsible approach to Quality, Health and Safety, Environmental and Energy aspects, aimed at identifying anomalous situations, ensuring full compliance with company procedures, and actively participating in training programs.
- 6 SUSTAINABILITY.** GEWISS integrates sustainability into all its business activities by promoting optimized processes designed to minimize environmental impacts, with a strong focus on people and corporate social responsibility, in order to create lasting and shared value along the entire value chain.

GEWISS has defined specific corporate *Behaviours* that serve as guidelines for all personnel, to orient daily conduct and approaches. Each employee is expected to meet the needs and expectations of their "Customer" through a positive, proactive and responsible attitude in performing their activities. Furthermore, GEWISS promotes the principles of this Policy throughout its entire value chain, including suppliers, consumers, and end users, with the aim of creating shared value.

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