

**Sustainability**

**Report**

**2022**



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# LETTER TO STAKEHOLDERS

2022 was a very intense year for us, full of excitement and tough challenges, which we faced with the determination and passion that have always defined our company. It was also the year of awareness after a period of deep uncertainty, in a historical time marked by profound changes in our economic and social environment.

One crucial question emerged: what contribution can we make to sustainable development? What more can we do and how can we do it better? We also examined our continual drive for innovation, so that can grow in symbiosis with our sustainability journey.

We have found answers to these questions first and foremost by promoting GEWISS values and behaviors as the common denominator for all our activities.

Driven by the abiding passion for our work that guides us day-to-day and by the ever-changing global context and its emerging challenges, we present our first Sustainability Report, a document about us, our daily commitment and the results we achieve from it. It describes our goals for the future, which we will pursue by maintaining our core characteristics while building our way forward, driven by values of integrity, excellence and sustainability.

The Sustainable Development Goals (SDGs) – defined by the United Nations in 2015, which outline the road towards sustainable development up to 2030 – were the inspiration for the first Sustainability Profile based on 2021 data, and the basis for building the Sustainability Roadmap.

This document's contents express the GEWISS Group's commitment towards sustainable development, capable of making our company and all our stakeholders more aware, sustainable and resilient.

We firmly believe the **change starts** with our aspirations but, more importantly, it is brought about by our actions and the **positive effects** that result from them.

Paolo Cervini

Chief Executive Officer, GEWISS Group

# METHODOLOGICAL NOTE

### (GRI 2-1, 2-2, 2-3, 2-4, 2-5, 2-14)

To enhance our efforts towards a structured business model that integrates economic, social and environmental responsibilities into all the Group's activities, GEWISS has drawn up the first **Sustainability Report 2022** (hereinafter also 'Report') inspired by widely recognised reporting principles - the '**GRI Sustainability Reporting Standards**' published by the **Global Reporting Initiative (GRI)** in 2016 and updated in 2021 - in accordance with the '*with reference to*' option.

To assist the reader in locating the information within the document, pages 60-61 contain the GRI Content Index. In particular, the indicators to be reported on were chosen with consideration of their relevance to and consistency with the Group's activities, as well as the impacts produced by them.

The reporting scope of the Sustainability Report includes the parent company GEWISS S.p.A, with headquarters in via A. Volta 1, Cenate Sotto (BG), and all its fully consolidated subsidiaries, in line with the Group's Consolidated Financial Statements. Only PERFORMANCE IN LIGHTING (hereinafter

also referred to as 'PiL') acquired by GEWISS on 10 November 2022, is excluded by the reporting scope, with the exception of GRI 201, which also includes data from this company. Any further limitations on the scope, with regard to individual data, are duly reported and justified.

In order to reinforce the system for collecting data and information that feeds into the Sustainability Report, GEWISS has gone ahead with and consolidated the process of improving the reporting system, to ensure greater reliability and robustness of the data provided. The solution implemented consists of the preparation of qualitative and quantitative data sheets, drawn up in line with the reporting principles adopted, and shared with those responsible within the Group for compilation, for each respective area.

This document was prepared with the technical-methodological support of PwC and was presented and approved at the Board of Directors meeting held on 24/07/2023.

The Report is published on an annual basis. This document is also available on the Sustainability section of the Group's website.<sup>1</sup>

<sup>1</sup> Group website: <https://www.gewiss.com/ww/en/about-gewiss/sustainability>



# 1 THE GEWISS GROUP

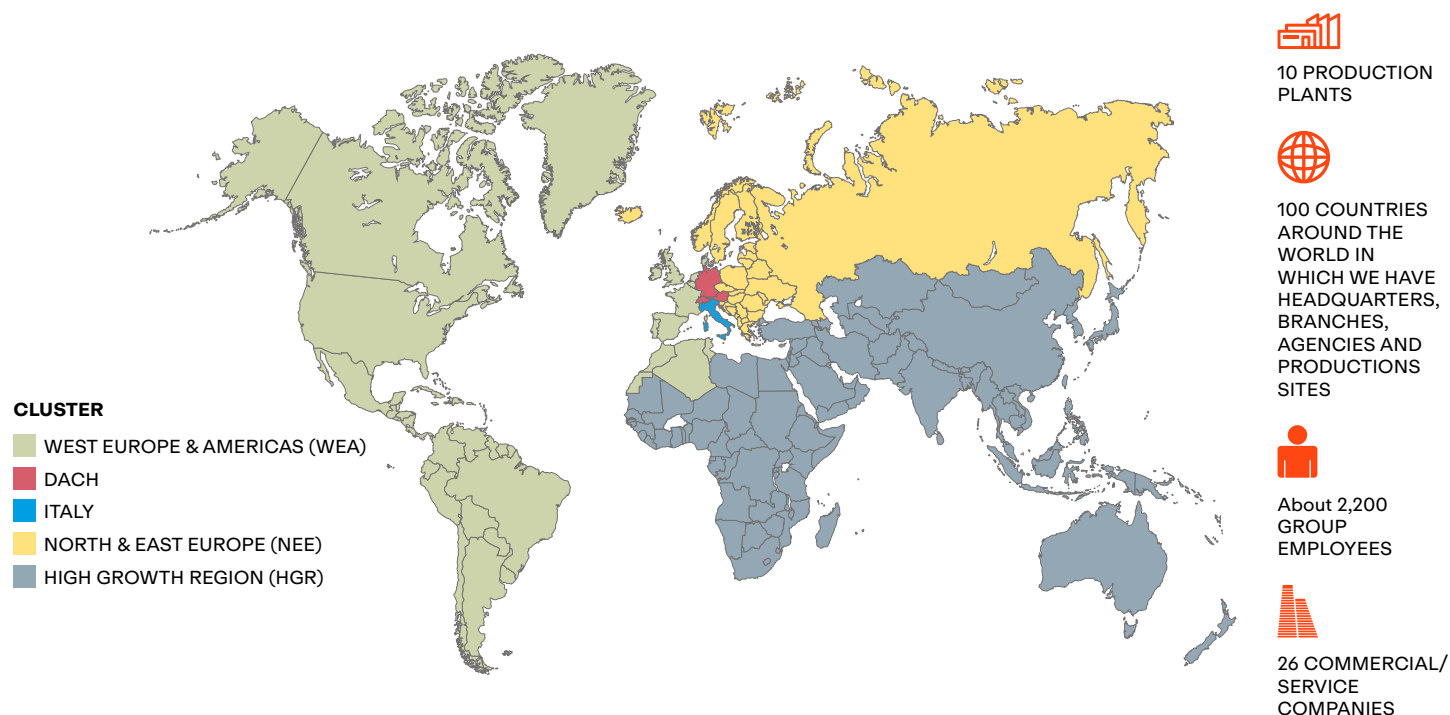
## 1.1 The Group: identity

GEWISS S.p.A, with headquarters in Cenate Sotto, Bergamo, is the head of the GEWISS Group (hereinafter also 'GEWISS'), which is composed of commercial, industrial and service companies that enable it to cover most major international markets.

The GEWISS Group is present in over 100 countries in the form of offices, subsidiaries, agencies and manufacturing sites, with a sales organisation structured in 5 clusters as follows:

- ▶ WEST EUROPE & AMERICAS (WEA): Iberian peninsula, France including Francophone Africa, UK, Benelux, Ireland, Latin America, Central America and North America;
- ▶ DACH: Germany, Switzerland, Austria;
- ▶ ITALY;
- ▶ NORTH & EAST EUROPE (NEE): Romania, Poland, Hungary, Czech Republic, Greece, Cyprus, Malta, Russia, Ukraine, Scandinavian countries, Baltic countries, the Balkans and Armenia;
- ▶ HIGH GROWTH (HGR): Middle East, Turkey, Azerbaijan, Kazakhstan, Israel and Palestine, Africa (excluding Francophone Africa), India, Far East, Oceania.
- ▶ About 2,200 employees;
- ▶ More than 100 countries worldwide where we are present with offices, subsidiaries, agencies and manufacturing sites;
- ▶ Annual turnover 2022: Euro 525 million.

## The GEWISS Group worldwide<sup>2</sup>



<sup>2</sup> The above data also includes the data of PERFORMANCE IN LIGHTING, which became part of the GEWISS Group as of November 2022.

## 1.1.1 A success story

Founded in 1970 with the revolutionary intuition of using technopolymers in electrical installations, GEWISS is now the largest Italian corporation in the electrical engineering sector.

The company's story is one of a long entrepreneurial journey. It all started from a single, brilliant product idea that has been nurtured throughout the company's history by a capacity to interpret the present and imagine the future, demonstrating an ability to 'look beyond'.

In 2022, the Group's first Sustainability Profile was published.

The document summarises the pathway taken by GEWISS to respond to contemporary social and economic changes, combining them with managerial paradigms, internationalisation and digitalisation undertaken by the company under the banner of sustainability, and which is the basis for the drafting of this Report.

**1970**



### FOUNDING YEAR

The first plant established at Cenate Sopra

**1987**



### CYCLING AND COMMUNICATION

A new way to recount the success of Gewiss

**1992**



### INAUGURATION OF A NEW SITE

Increased capacity and production quality

**1997**



### INTERNATIONALISATION

Acquisition of new production sites

**2006**



### LAUNCH OF CHORUS RANGE

International home automation system

**2019**



### PARTNER OF ATALANTA BC

The bond between Gewiss, sport and the territory

**2022**



### PERFORMANCE IN LIGHTING

makes its entrance into the GEWISS GROUP. Acquisition of new market shares in the lighting sector

**1983**



### MEETING IN PORTOCERVO

International vision and launch of coloured plastics

**1988**



### MILAN STOCK EXCHANGE LISTING

A solid base for the internationalisation of the brand

**1995**



### DEVELOPMENT AS A CONSTANT OF MANAGEMENT

Continuing investments in technological research and training

**2000**



### INAUGURATION OF THE LOGISTICS CENTRE

85,000 square metres of digitised warehouse

**2015**



### OFFICIAL SPONSOR OF EXPO 2015

Our solutions to represent Italian excellence

**2021**



### GEWISS SOLUTIONS AND SERVICES

A new business model to offer scalable, transversal solutions



## 1.1.2 Vision, Mission, Values and Behavior

### VISION

To be a leading Company in our industry providing meaningful **innovation for the community**.

### MISSION

Creating values for our customers and our staff providing innovative and scalable solutions for buildings, industries and infrastructures, connecting people and things, while improving the safety and quality of life, driven by **integrity**, culture of **excellence** and **sustainability**.

### VALUES

GEWISS is guided by the values of integrity, a culture of excellence, and sustainability, and is intent on developing its business by focusing on a balance between economic-financial, social and environmental responsibility.



For us **integrity** is the base on which coworkers, customers and stakeholders build relationships and trust. It means to be accountable, reliable and driven by strong ethical principles.



Our culture of **excellence** is driven by a relentless tension to improve and reach challenging goals, creating every day something better than the day before, exploring innovative solutions and enhancing our potential.



We act to **reduce waste** and manage efficiently human, natural and financial resources. We aim to create value for our people, customers, communities and future generations.

To pursue its mission in complete alignment and synergy with its values, GEWISS has also established the following behaviors that constitute its 'way of being' towards all of the company's stakeholders:

- ▶ be **CREATIVE**, developing innovative ideas;
- ▶ be **COLLABORATIVE** and promote teamworking;
- ▶ be **RESILIENT** and accountable to reach ambitious targets;
- ▶ be **PRAGMATIC** and efficient, simplifying and acting quickly;
- ▶ be **AN EFFECTIVE COMMUNICATOR** and use your emotional intelligence;
- ▶ be **INCLUSIVE** and embrace diversity in a multicultural environment;
- ▶ be **RELENTLESS** in the pursuit of customer satisfaction;
- ▶ be **A TALENT ENHANCER**, learn and teach by doing.

## 1.1.3 The Business

### (GRI 2-6)

For GEWISS, innovation has never been an end goal in itself, but has always represented the means by which our stakeholders' needs are met. We are committed to generating social and economic value for the company and its stakeholders through services and solutions that improve everyday life, reduce costs and respect the environment. The Group's offering has moved from a product solution logic to a service logic, and is split up into 5 areas that cover every need:



**INSTALLATION.** Product innovations based on ongoing research and evaluation of new materials, design solutions based on optimising the use of raw materials, and new packaging solutions. All of these are implemented to improve sustainability and guarantee high standards of performance.



**ENERGY.** Creation and use of information charts aimed at improving product life-cycle management, and studies aimed at improving energy management of electrical installations (e.g. through the introduction of intelligent switchboards with metering functions and remote control function for the main electrical parameters).



**BUILDING.** Striving for a continuous improvement in the quality of life of users and for the operation of professionals working in the sector, also with respect for the environment. In 2022, a Wireless Smart Home solution was proposed with the EGO SMART plate, which guarantees a safer, more comfortable and sustainable lifestyle for the end user. This solution provides an effective interface for users that enables safe and sustainable interaction with their homes, while also requiring fewer devices to be inserted into an existing system to make it connected. Innovation is expressed in the ongoing research into new materials used in supports for the EGO SMART plates, which are halogen-free and have greater mechanical resistance, and in the choice of packaging and materials to ensure products have the best performance in terms of sustainability.



**LIGHTING.** The creation of a team to develop a new standard (LED Engine) to make the electronic part replicable, streamline product development and upgrade the core of the product. In the course of 2023, a Life Cycle Assessment (LCA) study will be carried out on the Smart range [4], aimed at understanding the product's environmental impacts, how to minimise these, and last but not least, to obtain a third-party environmental label.



**MOBILITY.** Daily focus on innovation, trying to minimise environmental impact while maximising user experience: from the design stages through to the production of product ranges. Research and development of solutions for EV charging in AC (alternating current) and DC (direct current), to contribute to a significant

technological leap forward for a huge impact on sustainability related to all aspects of the E-Mobility business. The charging infrastructure (EVSE) as well as the accessories (e.g. charging cables) are designed and produced with a focus on improving materials, which must continue to perform better also in terms of sustainability.

The MInDS framework lays out the driving forces in business development, of which **sustainability** is one of the four key pillars along with **managerial paradigms**, **internationalisation** and **digitalisation**.

**'Managerial'** is understood as leadership, empowerment, being guided by defined goals, developing our talents, being open to diversity and inclusion, and new challenges; **'International'** means, for all of us, a new approach to thinking globally but acting locally, becoming faster while maintaining excellence; **'Digital'** is the path towards becoming increasingly digital, with solutions both within industrial phases and towards the market.

And finally, **Sustainability**, as a daily approach, to share with the entire value chain and to satisfy all the stakeholders.



## 1.2 Corporate Governance

### (GRI 2-9)

In accordance with its history of development, the GEWISS Group has an organisational structure divided into distinct areas of expertise, with **GEWISS S.p.A.** at the head of commercial / service and industrial companies that enable it to cover most of the major international markets.

GEWISS operates with transparency, protecting the interests of all stakeholders through an effective and transparent governance system.

The administration and control system is based on integrity and transparency and is the instrument by which we create lasting value for shareholders and all stakeholders.

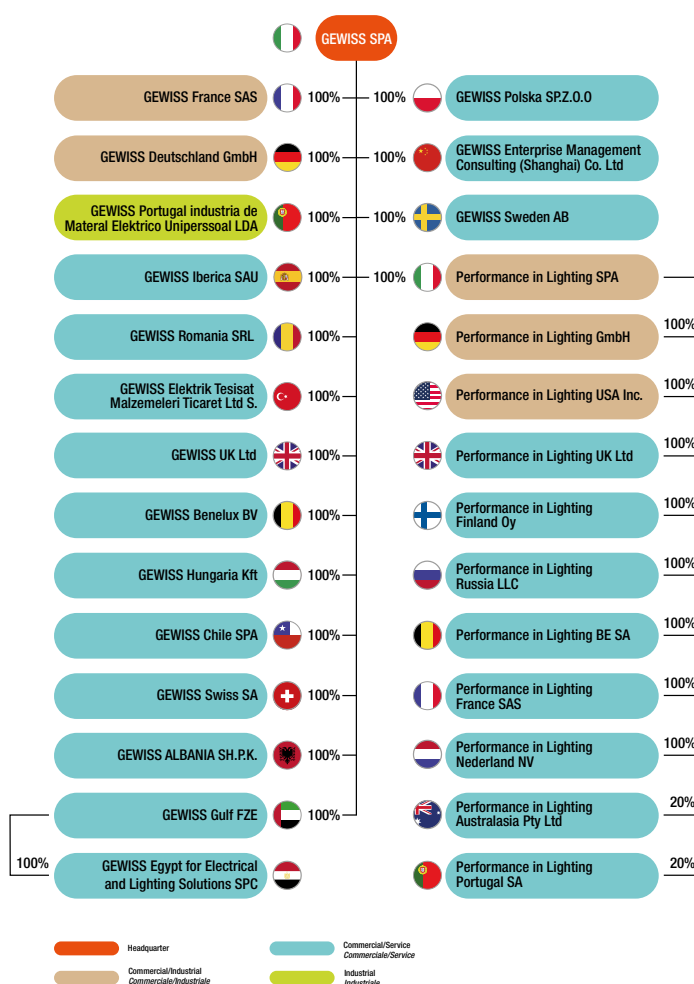
The solidity of the GEWISS S.p.A governance is effective in supporting an industrial approach geared towards responsible economic growth in value, not only in the short term but also in the long term, to continue growing as a major player within the industry.

The governance model adopted by the Group, as set out in the Articles of Association, is structured according to the traditional administration and control model, and consists of the following bodies:

- ▶ Shareholders' Meeting
- ▶ Board of Directors
- ▶ Board of Statutory Auditors

The Board of Directors as of 31/12/2022 consists of 5 members, 1 of whom is a woman: Chairman, Chief Executive Officer and 3 Directors. Moreover, as part of the adoption of the Organisation, Management

and Control Model pursuant to Legislative Decree 231/2001, GEWISS has set up a Supervisory Body, with autonomous powers of initiative and control, which supervises the functioning and observance of the Model and is responsible for updating it.



As of 31/12/2022 the Group is structured as above.

### GRI 405-1 (a) Diversity in governing bodies and employees

	<30			30 - 50			>50		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Gewiss S.p.A Board of Directors composition	-	-	-	1	-	-	3	1	5

### 1.2.1 Sustainability Governance

To ensure allocation of responsibility for the management of **Environmental**, **Social** and **Governance** issues, GEWISS has decided, as part of its path towards sustainable development, to structure its own sustainability governance, led by the Sustainability Steering Committee.

The **Sustainability Steering Committee**, coordinated by the **Sustainability Manager** and reporting directly to the CEO, is made up of members of the GEWISS

management, with the aim of guiding and monitoring activities and identifying opportunities for improvement, including the main areas of intervention in regard to sustainability.

To support the Committee, a **Sustainability Sponsor Team** has been identified and created. It is made up of people from various departments of the GEWISS Group and is tasked with proposing, monitoring and reporting on the various sustainability projects. Most importantly, however, its role is to spread the culture and principles of sustainability across all areas of the Company.





## 1.3 Ethics and Compliance

(GRI 2-23)

Within the scope of its business activities, GEWISS aims to ensure an **ethical approach** as the prerequisite for every action taken and for the marketing of its products. In particular, the Group operates in full compliance with the laws and regulations of the individual countries in which it operates, adopting appropriate **rules of conduct and monitoring** to prevent and counteract corruption and illegal practices.

To this end, GEWISS operates in compliance with its own Codes of Conduct, specifically, the **Code of Ethics**, the **‘Sustainability’ Policy**, the **‘Integrated Quality, Health and Safety, Environment, Energy and Information Security Policy’**, the **‘Chart of Values’**, the **‘Anticorruption’ Policy** and the GEWISS S.p.A Organizational, Management and Control Model pursuant to Legislative Decree no. 231/2001, which prescribes the principles and values, and are integral parts of the corporate organisation.

GEWISS is also committed to raising awareness and training its personnel – as well as informing its suppliers and partners – **to prevent and counteract corruption and illegal practices**, also with regards to relationships with communities, authorities and institutions, suppliers

and customers. The Company has also set up a whistleblowing channel for anonymous reports, in order to adequately ensure the flow of information about any anomalies or violations of ethical conduct and legal regulations set out by the company or provided for by law. Reports can be communicated via the company intranet, email (ia-odv@gewiss.com) and by confidential communication to the Supervisory Board.

### THE CODE OF ETHICS

“The Code of Ethics is inspired by an ideal for the cooperation of people and respect for each other’s roles, and constitutes a guide for making decisions and taking actions that are consistent with the culture of responsibility, lawfulness, transparency and long-term value creation for everyone it addresses.”

The GEWISS S.p.A. Code of Ethics, drawn up in 2012 and amended and replaced in 2022, encapsulates the essential core values that permeate the corporate culture and are the base of people’s actions. It also defines the ethical commitments and responsibilities of GEWISS directors, employees and collaborators, both in the conduct of business and in the management of relationships.

The companies of the GEWISS Group implement the Code of Ethics from the parent company GEWISS





S.p.A, localising it with the same principles and areas of application. GEWISS also requires that the Group's stakeholders conduct themselves in line with the general principles of the Code.

### **SUPPLIERS CODE OF CONDUCT**

GEWISS' primary objectives are to design, manufacture, sell and distribute high-quality products, while adopting, sharing and spreading behaviors that support **sustainable development, in order to encourage an understanding of and respect for diversity**, spread a **culture of integrity within** its organisation, and **promote a culture of excellence**.

GEWISS requires its Suppliers, who are essential for the Company's development, to adopt the same behavior on issues such as **human rights, occupational health and safety, environmental protection, anti-corruption, and social development and shared values**, also passing these on to their supply chain.

In 2022, the Suppliers Code of Conduct was adopted and published, which, based on the values laid down in the Code of Ethics, defines business relations by establishing the obligation for third parties to observe the provisions of the Code within the scope of their own activities and organisation.

This Suppliers Code of Conduct is based on values set out in the Codes of Conduct of GEWISS, inspired by the principles in the United Nations Universal Declaration

of Human Rights (endorsed by GEWISS, in all areas), in the ILO's Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy, and in the OECD's Guidelines for Multinational Enterprises.

### **ANTICORRUPTION POLICY**

GEWISS' commitment to promoting integrity and diligence in business conduct translates into a solid commitment to the prevention of any risk of active and passive corruption, recognised as behaviour capable of undermining trust and distorting fair competition between market players.

In 2018, GEWISS S.p.A adopted an anti-corruption policy derived from the principles defined in the Code of Ethics. It aims to provide the Company's staff with rules to follow in order to strengthen the Company's control measures on anti-corruption matters.

Corruption in any form, including facilitating payments, is prohibited. In particular, the Policy establishes the obligation to uphold anticorruption standards. It provides a detailed definition of what can be interpreted as corruption and defines the obligation to report corrupt practices in which GEWISS personnel may be actively or passively involved.

In the event of known violations of anti-corruption laws committed by personnel or a third party, GEWISS

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personnel will report the irregularity through the special reporting system to the Internal Auditing Department.

The Policy also provides for the participation of employees in training and refresher courses on the

subject, aimed at ensuring compliance with the principles set out in the Policy.

## GRI 205-3 - Confirmed incidents of corruption and actions taken

	2022	2021
Total number of verified incidents of corruption	0	0
of cases in which employees were dismissed or subjected to anti-corruption measures	-	-
of cases in which contracts with commercial partners were dissolved or were not renewed because of corruption-related violations	-	-
Number of public lawsuits related to corruption filed against the organisation or its employees during the report period.	0	0

## Management systems and certifications

GEWISS has also implemented an integrated management system for quality, safety, the environment and energy, according to the most advanced and well-recognised international standards, which constitute a framework of best practices and valuable business management tools.

The Group's management systems are a fundamental part of the GEWISS sustainability strategy and are based on an accurate analysis of the business context

and processes in order to measure, monitor and manage risks and opportunities, aimed at the continuous improvement of activities and processes.

These management systems are voluntarily subject to annual control by independent third parties to verify their full compliance with international standards ISO 9001 – Quality, ISO 14001 – Environment, ISO 45001 – Health and Safety at Work, ISO 50001 – Energy, which have common operational requirements for all sites and organisations.

	ISO 9001:2015	ISO 14001:2015	ISO 45001:2018	ISO 50001:2018
GEWISS S.p.A.	✓	✓	✓	✓
GEWISS France SAS	✓	✓	✓	
GEWISS Deutschland GMBH	✓			
GEWISS Ibérica SA	✓			
GEWISS Portugal LDA	✓			
GEWISS U.K. LTD	✓			

As part of the **Sustainability Roadmap** various projects exist that are supplementary to the main ISO certifications relating to Quality, Safety, Environment and Energy to further sites of the GEWISS Group, in order to systematically and continuously monitor and improve the effectiveness and efficiency of business processes, ensuring a standardised and consistent approach within the Group. In 2022, the process

towards adopting the requirements for the **ISO 27001** (Information Security Management System) standard was initiated by GEWISS S.p.A., with a view to extending application of the standard's requirements to the rest of the Group in the coming years.

Compliance with the standard's requirements will enable, starting in 2023, the adoption of technical



and organisational measures such as a process for **Data Classification** (through the labelling of business documents to indicate the level of confidentiality of the information contained therein), **TPRM** (Third Party

Risk Management - to manage cyber risks related to third parties), **Risk Management** (process regarding IT risk management, to identify critical issues and also prioritise Security activities).



# 2 GEWISS AND SUSTAINABILITY

Following the publication of the Group's first Sustainability Profile in 2021, and in line with the commitment expressed in the Sustainability Policy, GEWISS' values were transferred into the first Sustainability Report in 2022. This served as a sign of transparency and commitment in line with the UN Sustainable Development Goals, and to provide a reference point in our relationships with customers, business partners, suppliers, internal and external collaborators, institutions and communities, in all the countries in which we operate.

This document is a summary of the specific course of action undertaken to respond to contemporary social, economic and environmental changes, combined with the process of creating managerial paradigms, internationalisation, and digitalisation implemented by the company in the interest of sustainability, in order to ensure the quality of the work carried out by all GEWISS Group personnel worldwide.

The approach to sustainability taken by GEWISS envisages strong cohesion and synergy with the Company Mission. GEWISS' goal through its day-to-day activities is to create shared value for all stakeholders, along the entire value chain, in all the territories in which it operates, pursuing sustainable development and promoting innovations that substantially improve daily life.

Increasingly, the way to create value through innovation is by investing in sustainable actions, taking into account both protection of the environment and other aspects, such as the development of individuals, communities, territories and all stakeholders in general.

For this reason, the company has chosen to develop a **responsible business model**, which promotes respectful conduct towards people and the environment. The forces driving **sustainability and sustainable development** are summed up in the following key points:

- ▶ develop **innovative and sustainable products** by applying eco-design principles, fostering helpful

collaborations, and research and development;

- ▶ guarantee **customer satisfaction** and truthful information on the environmental impact of products;
- ▶ favour the use of low impact **processes, materials and services** that enhance natural resources and reduce waste throughout the product life cycle, including the adoption of circular economy practices.

As a result of its commitment to sustainability, in 2022 Gewiss was awarded the **Bronze Sustainability Rating** by **EcoVadis**, a platform that monitors companies' sustainability performance and helps organisations manage progress and meet targets on issues related to the environment, labour practices and human rights, ethics, and sustainable procurement.

Earning the Bronze medal highlighted GEWISS' commitment, yet rather than representing a point of arrival, it marks the starting point of our commitment towards sustainable development.

## 2.1 Materiality analysis and stakeholders identification

### 2.1.1 Description of the process of defining material topics

In 2022, the materiality analysis was updated, based on the latest 2021 GRI Standard guidelines, which has a new process for the identification of relevant issues, with a specific focus on the concept of **impact**. This is to be understood as the effect the organisation has or could have on the economy, the environment and people, including human rights.

Impacts can be **actual** or **potential**, **negative** or **positive**, **short-term** or **long-term**, **intended** or **unintended**, **reversible** or **irreversible**. Furthermore, by identifying impacts, it is easier to assess the organisation's contribution to sustainable development within the context it operates in.

In order to carry out an assessment of the impacts created by its activities, GEWISS has carried out a study into **understanding the context** in which the organisation operates. The study takes into consideration its business relationships – in terms of the type of activities carried out by its business partners and the nature of its existing relationships – and the sustainability context in which it operates, with particular reference to the main environmental, social and human rights issues related to its sector.

In addition, the Group conducted an analysis of stakeholders' expectations, identified during 2021 following a structured process.

Performing an analysis and developing an understanding of the context was followed by identification of the **main impacts** – positive or negative, actual or potential – generated by the Group.

The impact evaluation process has anticipated the involvement of the principal internal stakeholders and of GEWISS' top management.

Subsequently, these impacts were clustered and traced back to the Group's **10 material topics**:

- ▶ Climate action;
- ▶ Customer centricity;
- ▶ Circular economy;
- ▶ Business ethics and compliance;
- ▶ Sustainable innovation and digitalization;
- ▶ Stakeholder engagement;
- ▶ Responsible governance;
- ▶ Employee diversity, inclusion and wellbeing;
- ▶ Community impact;
- ▶ Responsible supply chain.

The identification of the above-mentioned sustainability topics and their relevance to the Group and its stakeholders was structured as follows:

- ▶ definition of a **long list of ESG** - Environmental, Social and Governance - topics potentially relevant to GEWISS, after the completion of context and benchmark analyses, and in consideration of the sustainability priorities previously identified by GEWISS;
- ▶ involvement of the **Corporate Functions** to define a short-list of ESG topics considered as priorities for its business. These issues were validated by GEWISS management;
- ▶ assessment of **the priority of the ESG issues for stakeholders**, based on the GEWISS management's perception, and weighting of the priorities assigned by stakeholders according to their respective relevance.

The **list of material topics for 2022** - updated and revised in consideration of the impact assessment - was presented to the Board of Directors on 24/07/2023, at the same time as the approval of the Group's first Sustainability Report.

The **table** below summarises the impacts identified in this assessment process, their correlation to the material topic and their contribution – positive or negative – to the UN Sustainable Development Goals (hereafter, also SDGs).





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Gewiss Material Topic	Impact	Impact description	ESG macro topic	Source	Type of Impact	
				SDGs	Positive	Negative
Climate action	Direct and indirect GHG emissions (Scope 1 and 2)	Production of direct and indirect GHG emissions (Scope 1 and 2) related to company activity, that could be reduced using an emissions reduction strategy	E			-
	Sale of innovative products with high-energy efficiency	Development and commercialisation of products that, due to their characteristics and performance, could contribute to the reduction of their associated emissions	E		+	
Circular economy	Waste production	Waste production directly destined for disposal instead of recovery	E			-
	Use of recycled/recyclable materials in a circular logic	Increase the use of plastic materials of recycled and recyclable origin, which would allow the reduction of virgin plastic use to a minimum	E		+	
Business ethics and compliance	Increase staff awareness on the topic of ethics, transparency and corruption	Staff training for the development of company culture and for the reduction/maintenance of cases of non-compliance	G		+	
	Nonconformity relating to laws and regulations	Possible increase in the risk of nonconformity and consequent increase in costs related to sanctions, if an integrated management system for the respect of compliance to laws and regulations is not present	G			-
Responsible governance	Responsible company conduct	Integration of ESG issues within company governance to ensure that all persons are acting in a responsible manner and with awareness, in full respect of the principles of human rights	G		+	
	Defence against climate risks	A potential lack of management in climate change related activities with consequent difficulty of adaptation to verify climate risks	G			-
	Increase in the transparency of information relating to the work of the Organisation	Full transparency regarding the stakeholders with resulting increase in the sense of trust and dependability of the company, thanks to the report and the sharing of company documentation	G		+	
	Stakeholder satisfaction	Improvement of the company's reputation and trust in it, obtainable with the involvement of the stakeholders	G	-	+	
Stakeholder engagement	Loss of trust of the stakeholders	Possible loss of trust of the stakeholders, in the case of lack of involvement in initiatives promoted by the company	G	-		-
Sustainable innovation & digitalisation	Absence of investments into research and development	Possibility of not contributing to the betterment of the current context in the case of absence of investments for the development of innovative solutions	E			-
	Development of innovations through research and development	Contribution to the realisation and implementation of innovative solutions (Home&Building Automation and LED and IoT technologies) that guarantee energy efficiency, helping to counter climate change	E		+	

Gewiss Material Topic	Impact	Impact description	ESG macro topic	Source	Type of Impact	
				SDGs	Positive	Negative
Customer centricity	Lack of user satisfaction of products offered	Possibility of not satisfying the expectations and needs of customers, in the case of a lack of attention to the quality of the product and to the customer care service	S			-
	Damage to consumer health	Possible unsafe use of products offered and the consequent occurrence of risk situations for the customer in case of lack of accurate consumer information relating to product use methods	S			-
	Customer loyalty to the brand	Increase in level of brand loyalty in the case of transparent communications on economic, social and environmental impact of products and services	S	-	+	
Community impact	Contribution to socio-economic development of the territory	Contribution to socio-economic development of the territories and local communities thanks to support activities, such as, for example, training activities at schools or the creation of academies for internal and external educational development (e.g. Gewiss Academy)	G		+	
	Lack of recognition with local communities	Possible reduction of company recognition within the local community, connected to the lack of involvement and the lack of understanding of the community's needs	G			-
Responsible supply chain	Reputational damage connected with non-compliance of our suppliers	Possibility of encountering reputational damage related to the loss of integration of environmental and/or social criteria in the selection of suppliers and the lack of monitoring of their sustainability performance	S			-
	Traceability of supply chain	Commitment to transparency regarding the company's stakeholders thanks to the traceability of the supply chain through the potential employment of innovative technologies	E - S		+	
	Discrimination in the workplace	Possible occurrence of instances of discrimination in the workplace connected with a possible lack of protection of the rights of employees	S	 		-
Employee diversity, inclusion and wellbeing	Gender equality and male/female wage equality according to role/job	Equal treatment independent of gender in every phase of the career and of the working relationship	S	 	+	
	Occupational illnesses and accidents at work	Possible occurrence of accidents or occupational illnesses at work in case of a lack of measures on the topics of employee health and safety	S	 		-
	Work-life-balance	Proper work-life balance, ensured through initiatives such as: flexible work, staff benefits and advantages, career development, etc	S	 	+	
	Qualified and competent staff	Opportunity to develop staff's professional competencies thanks to the availability of educational courses and activities for a competent workforce that continually keeps abreast of developments	S		+	
	Loss of talents	Possible loss of talent is a consequence of a high outgoing turnover rate, in the case of deficient and/or inattentive human resources management	S	 		-

2.1.2 Group Stakeholders

(GRI 2-28, 2-29)

Aware of the importance of the needs and expectations of all stakeholders, both internal and external, and in line with its constant **commitment to integrate sustainability into all business activities**, GEWISS has initiated a process to identify the most relevant stakeholders for the Group, throughout the entire value chain. Three key variables were considered in stakeholders assessment:

- ▶ **Influence:** Stakeholders who can have an impact on the Company or another stakeholder’s strategic or operational decision-making;
- ▶ **Dependency:** Stakeholders who are directly or indirectly dependent on the company’s activities or on whom the company is dependent in order to operate;
- ▶ **Continuity:** Stakeholders with whom the company has ongoing and frequent contact points for operational, financial, social or environmental issues.

This analysis has led to the identification of 12 main stakeholders categories:

- ▶ Employees;
- ▶ Direct suppliers;
- ▶ Business partners;



- ▶ Distributors;
- ▶ Installers;
- ▶ Clients / consumers;
- ▶ Shareholders and investors;
- ▶ Regulators;
- ▶ Financial partner;
- ▶ Indirect suppliers;
- ▶ Local communities, educational institutions and sports associations;
- ▶ Media.

STAKEHOLDERS INVOLVEMENT AND SATISFACTION

Over the years, GEWISS has established an active and constant dialogue with its internal and external stakeholders, based on a relationship of transparency and mutual trust, to ensure the involvement of each stakeholder category.

This open channel has enabled the company to work unceasingly for continuous improvement, minimising impacts on the environment and society, while conducting its business with integrity and fairness.

Through this process of comparison, the company can assess the extent to which it is meeting the expectations and interests of its stakeholders, while identifying those areas for improvement and those in which to confirm the adopted approach.

The methods of involvement used by GEWISS respond exactly to the needs and characteristics of each category, and, for each group, the main modes of dialogue and interaction have been identified.

E.g. in the case of the organisation’s internal stakeholders, such as employees, involvement takes place through recurring training and information initiatives, including on sustainability issues.

The company’s Intranet plays an important role, it gives employees access to a continual update on issues of interest relating to company life, and broadcasts

information on initiatives organised for the benefit of GEWISS people, which in turn become the main opportunities for dialogue and discussion.

In 2022, the Great Place to Work organisational climate survey was carried out again, which - each year - provides the best channel for monitoring the level of employee satisfaction and perceptions of the organisational climate.

As far as external stakeholders engagement is concerned, GEWISS has set up various communication channels with various categories of stakeholders along the entire value chain.

With regards to suppliers, partnerships and frequent site visits are established. In addition, the Supplier Code of Conduct is distributed. This contains the principles to which the supply chain must adhere for ethical business conduct, in line with the priorities set by GEWISS.

Finally, it is important to mention the ESG survey that was submitted to suppliers with the aim of obtaining information regarding their management of environmental, social and ethical business conduct issues.

GEWISS also makes it a priority to maintain a constant dialogue with its business partners, customers, distributors and installers, who are involved via regular meetings and visits to the Gewiss Experience Center, to enable a responsive and timely evolution of each partnership.

Similarly, contact with local communities is ongoing and constant, as GEWISS is well aware of the important role it plays for the market, for economic growth and for the well-being of the people and social contexts in which it operates. Dialogue with the community and affinity with the different territories where the Group is present is very much a central part of the sustainability strategy.

GEWISS also actively participates in both Italian and international industry working groups, playing a significant role in the definition of technical standards and in the promotion and development of the electrical and electronics industry.

At the European level, GEWISS participates in:

► **CECAPI:** European Committee of Electrical Installation Equipment Manufacturers, the scope of

which is to promote and develop the collective and common technical, industrial, economic and political interests of the European electrical equipment and component manufacturers industry;

► **CENELEC:** European Committee for Electrotechnical Standardisation, whose task is to handle regulation and standards to aid the development of the European Single Market / European Economic Area for electrical and electronic products and services, by removing barriers to trade, creating new markets and cutting costs;

► **IEC:** International Electrotechnical Commission, an international standard-setting organisation for matters of electricity, electronics and related technologies.

In Italy, GEWISS is an active member of:

► **ANIE:** The Italian National Association of Electronics and Electrotechnical Companies. One of the largest trade organisations in the Confindustria system in terms of influence, size and representation, with a membership of 1,300 companies in the electrical and electronics sector, suppliers of state-of-the-art systems and technological solutions;

► **ASSIL:** National Association of Lighting Manufacturers. An independent association, part of the ANIE federation, which groups together companies operating on the Italian market that manufacture lighting, electrical components for lighting, light sources and LEDs;

► **PROSIEL:** Acronym for 'Promozione della Sicurezza Elettrica' [Promotion of Electrical Safety], a non-profit association at the forefront of promoting a culture of electrical safety and innovation whose members are main players in the electrical supply chain;

► **CEI:** Comitato Elettrotecnico Italiano [Italian Electrotechnical Committee]. A non-profit association governed by private law, responsible at a national level for technical standardisation in the field of electrotechnology, electronics and telecommunications, and direct participant – on behalf of the Italian State – in the corresponding European standardisation organisations.

## 2.2 The sustainability roadmap programs and their contribution to the SDGs and material topics

On 25th September 2015, the United Nations approved the global Agenda for Sustainable Development and its **17 Sustainable Development Goals (SDGs)** to be achieved by 2030. If these objectives are to be achieved, it is increasingly clear that **all sectors of society must be fully committed**, from businesses to the public sector, from civil society to philanthropic organisations, and from universities and research centres to information and cultural operators.

GEWISS shares the spirit of the SDGs and would like to contribute in a concrete manner to their achievement by **defining programs of initiatives within the Group's Sustainability Roadmap**, according to the correlations shown in the table below.
















Each program includes numerous initiatives that enable the achievement of sustainability targets defined by

the Group and that contribute in a more or less direct manner to each ESG topics.

In light of the acquisition of PERFORMANCE iN LIGHTING in November 2022, GEWISS decided to add SDGs 3 and 5 to its SDGs of major focus, previously identified in the Sustainability Profile 2021. SDGs 3 and 5 were identified by PERFORMANCE iN LIGHTING as key priorities, and for which the company carried out numerous projects during 2022.



### THE GEWISS ROADMAP PROGRAMS AND SDGS OF MAJOR FOCUS

ESG pillars	Programs	SDGs of major focus	2022 principal initiatives	2023 initiatives
Environmental	Work for climate protection  Improve internal energy efficiency  Manage and reduce waste	  	Gewiss Forestation Event – acquisition of 50 tonnes of carbon credits - Pizzo Badile forest management  Energy efficiency interventions in the production sites in Italy, Germany and Portugal  Creation of QR codes on catalogues to reduce the quantity of printing	Introduction of photovoltaic panels at the Group's Italian plants  Initiatives geared towards the optimisation of waste management for production sites  Reduction of the use of paper for the product catalogue
Social	Ensure people satisfaction and occupational safety  Ensure customer satisfaction  Empower local communities	      	Open Day event at the Gewiss headquarters  Development of specially made customer journey in the Gewiss Experience Centre  School Competition announced by the Gewiss Academy for Italian schools	Extension of the welfare platform to the Group's principal countries  Implementation of sustainability themed events open to the company population  Promote initiatives involving the local communities
Governance	Ensure compliance and ethics  Develop innovative and sustainable products  Improve internal processes efficiency  Develop a sustainable supply chain	    	Development and dissemination of the Group's Suppliers Code of Conduct  Partnership for the use of raw materials of recycled origin in the Joinon I-Cord series for charging electric vehicles  Development and distribution of the Policy and Procedures	Preparation of Life Cycle Assessment studies and any environmental product statements  Promotion of ESG criteria in supplier audits  Adoption of the ISO 20121 requirements for the sustainable management of events at the Gewiss Experience Centre



# 3 INNOVATION AND RESPONSIBLE DESIGN

## 3.1 Design, quality and product safety

GEWISS has decided to develop a responsible business model, which promotes respectful conduct towards people and the environment.

In developing our solutions, services and processes, we strive to offer a range that responds to the needs and expectations of our customers, in line with driving forces of sustainability and sustainable development, which can be summarised in the following key points:

- ▶ develop **innovative and sustainable products** by applying eco-design principles, fostering helpful collaborations, and research and development;
- ▶ guarantee **customer satisfaction** and truthful information on the environmental impact of products;
- ▶ favour the use of **processes, materials and services that enhance natural resources** and reduce waste throughout the product life cycle, including the adoption of circular economy practices.

We want to develop innovative solutions, services, and processes with a specific focus on social, environmental and economic aspects. To define sustainable development criteria for our solutions, services and processes, we are inspired by the Pillars of Sustainability defined in the United Nations report, “Our Common Future”, and identify guidelines for each one.

**ENVIRONMENTAL sustainability: preserving** the availability and quality of natural resources, and, where possible, trying to:

- ▶ Use recycled raw materials;
- ▶ Favour product longevity and maintenance during use;
- ▶ Facilitate proper end-of-life management of the

product (sorted waste collection, dismantling);

- ▶ Reduce packaging material and encourage sorted waste collection;
- ▶ Reduce usage of hazardous or SVHC substances;
- ▶ Limit CO<sub>2</sub> emissions in relation to production, use and distribution phases;
- ▶ Reduce waste during production;
- ▶ Support the development of sustainable mobility and the reduction of resource consumption;
- ▶ Facilitate circular economy pathways for the benefit of the community.

**SOCIAL sustainability:** Ensure quality of life, safety and services for citizens:

- ▶ Facilitate the provision of services, data and information to the end user and improve accessibility;
- ▶ Enable all types of users to have complete autonomy in the management of Home & Building functions making access to them straightforward;
- ▶ Improve the safety of environments;
- ▶ Facilitate the installation stage for the benefit of professional users;
- ▶ Promote the development of smart cities that, thanks to the technological solutions adopted, improve the quality of life of the community/locality;
- ▶ Promote healthy lifestyles.

**ECONOMIC sustainability:** Ensure widespread economic efficiency and promote innovation, to enable everyone in our value chain to:

- ▶ Enhance innovation in technology and applications;
- ▶ Simplify the production process;
- ▶ Reduce energy and resource consumption;
- ▶ Enable economic savings;
- ▶ Generate economic benefits for the territory and stakeholders (start-ups, research organisations, suppliers).

The pursuit of **innovation** is at the heart of company strategy, GEWISS sees it as a competitive advantage, and it plays a key role early on in the process of product development. Product innovation research is aimed at the creation of value for stakeholders and at the identification of sustainable solutions in terms of materials, technologies and industrial processes to be used in the manufacture of products.

Each GEWISS Business Unit, according to its specific sector, favours innovation as a competitive advantage for the company by incorporating innovative technologies into its applications:



**ENERGY.** Creation and use of information charts aimed at improving product life-cycle management, and studies aimed at improving energy management of electrical installations (e.g. through the introduction of intelligent switchboards with metering functions and remote control function for the main electrical parameters).



**INSTALLATION.** Product innovations based on ongoing research and evaluation of new materials, design solutions based on optimising the use of raw materials, and new packaging solutions. All of these are implemented to improve sustainability and guarantee high standards of performance.



**LIGHTING.** The creation of a team to develop a new standard (LED Engine) to make the electronic part replicable,

streamline product development and upgrade the core of the product. In the course of 2023, a Life Cycle Assessment (LCA) study will be carried out on the Smart[4] range, aimed at understanding the product's environmental impacts, how to minimise these, and last but not least, to obtain a third-party environmental label.



**BUILDING.** Striving for a continuous improvement in the quality of life of users and for the operation of professionals working in the sector, also with respect for the environment. In 2022, a Wireless Smart Home solution was proposed with the EGO SMART plate, which guarantees a safer, more comfortable and sustainable lifestyle for the end user. This solution provides an effective interface for users that enables safe and sustainable interaction with their homes, while also requiring fewer devices to be inserted into an existing system to make it connected. Innovation is expressed in the ongoing research into new materials used in supports for the EGO SMART plates, which are halogen-free and have greater mechanical resistance, and in the choice of packaging and materials to ensure products have the best performance in terms of sustainability.



**MOBILITY.** Daily focus on innovation, trying to minimise environmental impact while maximising user experience: from the design stages through to the production of product ranges. Research and development of solutions for EV charging in AC (alternating current) and DC (direct current), to contribute to a significant technological leap forward for a huge impact on sustainability related to all aspects of the E-Mobility business. The charging infrastructure (EVSE) as well as the accessories (e.g. charging cables) are designed and produced with a focus on improving materials, which must continue to perform better also in terms of sustainability.

In 2021, GEWISS launched the **Digital Transformation** project, which represents a strategic project for the company and has the objective of reviewing the **key business processes, along with the way of working and thinking** using innovative technologies.

The Digital Transformation **roadmap** groups its projects into **six programmes**:

- 1. People & Project enabling**
- 2. Data management & insight generation**
- 3. SC digitization**
- 4. Customer journey improvement**
- 5. Value proposition optimisation**
- 6. Servitisation**

The Roadmap is continuously evolving and updated through the application of the processes in the Digital Operating Model (DOM) and is constantly monitored through the application of Project & Portfolio Management methodologies.

## 3.2 Research and innovation

At GEWISS, sustainability is closely linked to **innovation** and **digitalisation** of its internal business processes.

From mid-2022, GEWISS started to implement a strategic Innovation **Management** project to meet the company's objectives of increasing its competitive advantage over the market, spreading a culture and creating an innovative ecosystem.

These objectives fit into the corporate context that is increasingly attentive to the needs and expectations of customers, and mindful of the equally important aspects of enhancing and developing internal resources, the community and the territory.

At the end of 2022, the project was transformed into a new corporate function, with the implementation of an Innovation Model for the management of innovation processes and introduction of specific skills, which will become fully operational from the beginning of 2023.

The GEWISS value proposition is aimed at creating solutions able to integrate products, services and specific digital technologies for each end application, focusing on the objectives of safety, reliability, simplicity and innovation, which have always been fundamental characteristics of GEWISS, and for which, for many years, has made it a well-recognised market leader.

Innovation activities will focus on and prioritise sustainability, connectivity, new services, and business models, with the aim of generating economic and social value for GEWISS and its stakeholders through solutions that improve everyday life, reduce costs, respect the environment and put people's needs at the heart of everything.



# SUSTAINABILITY REPORT

The GEWISS product proposal can enable **new technologies to dialogue** with whatever environment they are placed in and is particularly attentive to the requirements and expectations of its customers, offering a range of solutions, services and processes to meet real needs.

Every GEWISS product is part of a **flexible and scalable offer**, with connected devices that communicate with one another to create customised solutions for any requirement.

Connectivity and smart solutions are designed for an open, sustainable and shared lifestyle, built on new platforms and skills.

At GEWISS, innovation plays a key role right from the earliest stages of the product development process and

is aimed at identifying sustainable solutions in terms of materials, technologies and industrial processes to be used in the manufacture of products.

## FOCUS: DIGITAL SPORT INNOVATION

Digital Sport Innovation is a GEWISS project dedicated to the growth of sustainable energy for all Italian sports, thanks to a project that intends to take systems as its starting point, to supply the best service possible to all Italian sportspeople.

Thanks to the agreement with Italy's leading sports federations, GEWISS and its highly specialised partners offer a tailor-made service for every need

## Application areas

### INDOOR/OUTDOOR



FOOTBALL



BASKETBALL



VOLLEYBALL



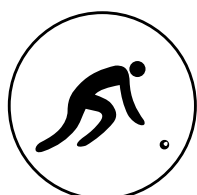
SWIMMING



TENNIS



SQUASH



BOULES



ATHLETICS



FIELD HOCKEY



GOLF



RUGBY



SKIING

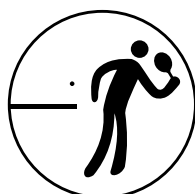
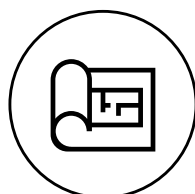


TABLE TENNIS



OTHER SPORTS

and application context. The solution is to concentrate on **energy savings**, while ensuring complete safety for athletes and workers through efficient energy management, guaranteed by an integrated system of solutions that work effectively in any climate and weather conditions.

Using modern, state-of-the-art solutions, GEWISS therefore intends to create a **positive relationship between sport and sustainability in Italy**.

The functionalities of GEWISS installations enable:

- ▶ **Automatic control of consumption to reduce impact on the environment:** Companies involved in the sports sector (manufacturers, suppliers, but also sports organisations) to adopt automation **solutions that ensure energy efficiency**. Building automation that ensures better control over the consumption of water, heating and lighting, avoiding waste;
- ▶ **Relamping sports facilities with LED lighting:** the replacement of an old **lighting system** that uses incandescent lamps with a state-of-the-art **LED** lighting system reduces energy consumption along with the associated costs, and reduces **CO<sub>2</sub>** emissions. Thanks to the use of **sensors built into the lighting system**, the system can be automated for remote management and optimisation of the luminous flux. It is also possible to identify series of useful environmental data, such as temperature, humidity, and air quality, via the **Internet of Things**.

The project has an impact on the growth of Italian sports clubs, but its effectiveness can be measured above all at a **social level**. Ensuring that there are excellent facilities for sport means creating the right conditions for millions of young people to socialise, meet, grow and compete with each other.

#### **FOCUS: JOINON I-CORD**

2022 saw the expansion of the JOINON ecosystem with I-CORD, the universal cable for recharging any electric vehicles. The I-CORD was designed with an entirely sustainable approach: the socket and plug are partly manufactured using a range of **special technopolymers obtained from recycled Nylon**, a high-value material with excellent strength and

versatility, while **each individual component** of the product can be **disassembled for separated waste collection**, to facilitate recovery and disposal throughout the supply chain.



In addition to being an environmentally friendly product, I-CORD is also a highly **innovative** product in the electric mobility sector. It is the result of in-depth study carried out by the GEWISS research and development team, who designed it according to the principles of environmental sustainability and circularity during all its life stages, from design and manufacture, to its usage and end-of-life stages.

I-CORD boasts raw materials of recycled origin, with varying percentages and of both post-industrial and post-consumer origin.

In addition, the product is easy to uninstall and dismantle, ensuring easy replacement of all elements and facilitating their recyclability at end of life.



I-CORD is part of the **JOINON** ecosystem, which includes both the technological infrastructure of the product and its complete management, including technical assistance and maintenance. From charging stations to apps for smartphones and tablets, and intelligent charging unit management: a **comprehensive system** that values environmental sustainability.

### 3.3 The relationship with our customers

(GRI 416-1, 417-1)

GEWISS has always placed the customer at the centre, convinced that only through listening and dialogue can a solid and lasting relationship be built. With **its technical and commercial structure present in more than 100 countries around the world**, the company supports industry professionals in the pre- and post-sales phases and in the creation of customised solutions.

Promotion of a culture of advanced systems and market awareness of innovation has always been central to the Group's communication strategy, to encourage the adoption of more **efficient, sustainable and innovative electrical system solutions**.

GEWISS has also always operated at the highest quality level and can boast **over 500 active industrial property rights**.

The quality of the GEWISS brand is also recognised by the **IMQ** (Istituto del Marchio di Qualità [Quality Mark Institute]) – Italy's most important certification body – and by all major international certification bodies and institutes, which have granted the Group's laboratories **CTF (Customer Testing Facilities) certification**, recognising the quality of equipment and staff expertise through periodic audits.

All GEWISS products are designed, manufactured and tested in accordance with the relevant IEC, CENELEC and CEI standards – where existing and applicable – and tested to assess their impact on customers' health

and safety, to always ensure the best performance. In addition, in the interests of maximum customer transparency, all information on the use and safety of our products is stated on the labelling and in the accompanying documentation. It is evaluated in accordance with the Directives, Regulations and technical standards applicable in each country.

In order to communicate more effectively with customers and business partners, GEWISS also aims to diversify its media mix as much as possible, with increasing use of interactive media. To raise awareness of products, solutions and services, **advertising campaigns and articles are prepared for the industry press**, home furnishing publications and leading women's and information magazines, along with **technical support documentation** on the installation and use of products and solutions.

In an effort to ensure customised navigation for all the different stakeholder categories and target markets, the gewiss.com website has been overhauled to improve user experience.

In addition to presenting company products and services more effectively, the new site gives access to in-depth content, especially regarding the main issues of the electrotechnical sector.

The Website update was implemented after a mapping of all content and specific needs for the relevant stakeholders. It was published in Italian and English and released in November 2022.

Search Engine Optimisation (SEO) of content for the international portal is currently undergoing an update to improve the website's ranking on Google and other search engines.

In addition to the creation of new articles, videos, films and digital material for the different areas of the gewiss.com website launched in **2022**, GEWISS continually works on the creation of **content for its official pages on the main social media sites**: Facebook, Instagram, LinkedIn and YouTube.

These spaces for interaction and sharing ideas are available to all users and allow increasingly multimedia and interactive communication between stakeholders.

A focus on customers' needs and requirements is also manifested through the 'Customer Satisfaction' project, aimed at mapping the level of satisfaction of GEWISS' key stakeholders, installers and distributors through a survey examining 6 areas:



The first survey was launched in 2020 in Italy, the project's pilot country, and was followed by further surveys involving Spain, France, Germany and the UK between 2021 and 2022.

Its ultimate goal is to increasingly meet the Group's targets, to improve services and processes, and to become the best partner for customers thanks to their collected responses, which are followed up by corrective action and projects dedicated to improvement.

GEWISS positions itself on the market as a customer-centric business and Customer Satisfaction is another instrument through which to do business. With a view to always being on the customer's side during the pre-sale and after-sale phases, there is a freephone number to contact GEWISS customer services and a ticket system to monitor all customer requests and any potential claims.

Complaint handling has two main objectives:

- customer satisfaction, to strengthen customer loyalty in the best possible way;
- quality assurance, where customer feedback reaches internal departments with the aim of constantly improving the product or service.



## GEWISS EXPERIENCE CENTER

Presented to the market for the first time in July 2021, it aims to bring together the history of innovation that is inherent to GEWISS at a single site. The Gewiss Experience Center has been conceived as an experiential site, where products, and narration of the company's vision and know-how are available. Here,

within this innovative space, the company's values and quest for innovation become tangible. Particular attention is paid to the value of sustainability, with a wall dedicated to it that describes the main points of commitment towards sustainable development and a timeline recounting the Group's most important milestones.



Sustainability Project Timeline

The interior of this innovative showroom was designed with a layout that presents the different GEWISS solutions according to 6 verticals/applications, which are:

- ▶ Residential;
- ▶ Office;
- ▶ Hospitality;
- ▶ Industry;
- ▶ Sports;
- ▶ City landscape.

The GEWISS Experience Center is used for customer visits and internal meetings and has also been the venue for several open events, such as the Open Day on 29 May 2022, the GEWISS ForLong company day, the launch of the new Chorusmart domestic series, and several more international events with high-profile partners, such as the Rotary Club of Bergamo, the Atalanta football team and the Porsche car manufacturer.

The space hosted more than 350 events during 2022, including visits from external partners and internal activities, involving around 2,000 people from all over the world.

The Virtual GEC was also launched in 2022 and enables





View of the GEWISS Experience Centre

virtual visits to stakeholders of interest, to support business and communication at the company level. An initial phase of Virtual GEC was released in

September 2022 to a selected internal audience, and will be updated and expanded in 2023 in its visuals, content and text to further enhance its usability.



Sustainability Project wall at the GEWISS Experience Centre

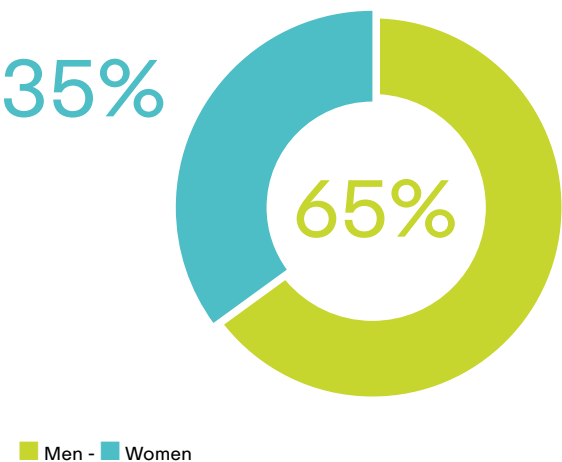
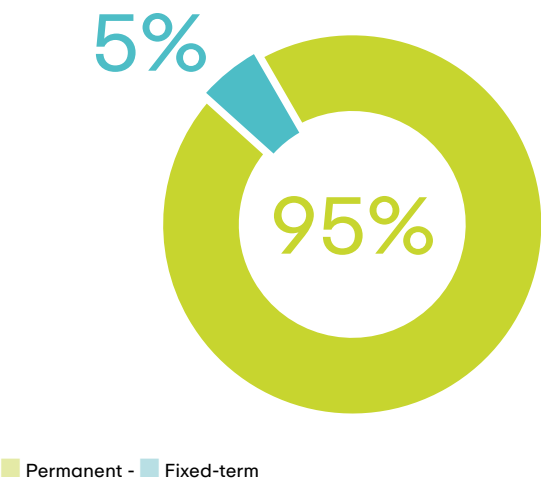
# 4 WELLBEING AND HUMAN RESOURCES DEVELOPMENT

## 4.1 Our people

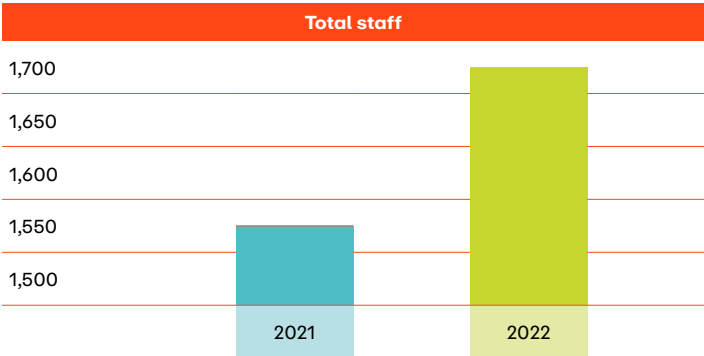
(GRI 2-7, 2-8, 2-30, 405-1)

GEWISS operates with respect for human capital and the social environment, by directing its efforts towards the **growth of the professional skills** of its human resources and encouraging active participation in respect for human rights. GEWISS sees people as its most precious asset and is committed to ensuring the highest levels of employee

satisfaction, as well as developing a sense of belonging to the company and the **continuous improvement of its performance** through the control and monitoring of risks and the development of safe and healthy processes and working environments, in full compliance with current regulations. **As of 31.12.2022** GEWISS had a total of **1,694 employees** (+8% compared to 2021) of which 65% were men and 35% women, in line with the 2021 figure. **95%** of employees have permanent contracts, a figure that is slightly lower but still in line with the 97% in 2021.



With reference to **new hires and turnover**, in 2022, new hires amounted to 289, outnumbering leavers by 160. It should be noted that, in Italy alone, over 100 people were hired, making up almost half of new hires. The **turnover rate** for 2022 is 9%<sup>3</sup>. To date, 100% of the company population is covered by a collective bargaining system<sup>4</sup>



3 Turnover is calculated by dividing the no. of outgoing employees by the no. of employees on 31.12.2022

4 Numbers refer to Gewiss S.p.A.

## GRI 2-7 Employees

	2022			2021		
	Men	Women	Total	Men	Women	Total
Number of employees (Total number or Full Time Equivalent - FTE)	1,104	590	1,694	1,051	524	1,575
Permanent Contract (Total Number or Full Time Equivalent - FTE)	1,080	522	1,602	1,031	494	1,525
Fixed-term Contract (Total Number or Full Time Equivalent - FTE)	24	68	96	20	30	50
No guaranteed minimum hours contract (Total number or Full Time Equivalent - FTE)	-	-	-			-
Full-time (Total Number or Full Time Equivalent - FTE)	1,091	501	1,592	1,035	439	1,474
Part-time (Total Number or Full Time Equivalent - FTE)	11	88	103	16	85	101

	2022				2021			
	Italy	Europe <sup>5</sup>	Rest of the World <sup>6</sup>	Total	Italy	Europe	Rest of the World	Total
Number of employees (Total number or Full Time Equivalent - FTE)	1,068	575	51	1,694	1,016	442	117	1,575
Permanent Contract (Total Number or Full Time Equivalent - FTE)	1,054	497	51	1,602	1,009	405	115	1,525
Fixed-term Contract (Total Number or Full Time Equivalent - FTE)	14	78	-	96	7	37	6	50
No guaranteed minimum hours contract (Total number or Full Time Equivalent - FTE)	-	-	-	-	-	-	-	-
Full-time (Total Number or Full Time Equivalent - FTE)	984	542	51	1,577	930	430	114	1,474
Part-time (Total Number or Full Time Equivalent - FTE)	84	13	-	97	86	12	3	101

## GRI 2-8 Workers who are not employees

	Udm	2022			2021		
		Men	Women	Total	Men	Women	Total
Number of self-employed workers (Total number or Full Time Equivalent-FTE)	Nº	127	168	295	100	185	279

- 5** Please note that the Europe category includes the following countries of the Group: Albania, Hungary, Poland, Romania, Belgium, France, Germany, Switzerland, Portugal, UK, Spain
- 6** Please note that the Rest of the World category includes the following countries of the Group: Chile, China, Egypt, Turkey, United Arab Emirates

## GRI 405-1 (b) - Diversity of governance bodies and employees

	2022									2021								
	<30			30 - 50			>50			<30			30 - 50			>50		
	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
Executives	0	0	0	18	1	19	19	6	25	0	0	0	10	1	11	25	5	30
Middle managers	2	1	3	104	27	131	68	5	73	4	1	5	80	20	100	85	10	95
Office staff	54	33	92	422	161	583	142	38	180	41	18	59	364	141	505	176	54	230
Blue-collar staff	58	55	113	143	187	330	74	76	150	40	24	64	145	143	288	81	107	188
Total	114	89	203	687	376	1,063	303	125	428	85	43	128	599	305	904	367	176	543

	2022									2021								
	<30			30 - 50			>50			<30			30 - 50			>50		
	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
Executives	-	-	-	95%	5%	100%	76%	24%	100%	-	-	-	91%	9%	100%	83%	17%	100%
Middle managers	67%	33%	100%	79%	21%	100%	93%	7%	100%	80%	20%	100%	80%	20%	100%	89%	11%	100%
Office staff	62%	38%	100%	72%	28%	100%	79%	21%	100%	69%	31%	100%	72%	28%	100%	77%	23%	100%
Blue-collar staff	51%	49%	100%	43%	57%	100%	49%	51%	100%	63%	38%	100%	50%	50%	100%	43%	57%	100%
Total	56.2%	43.8%	100%	64.6%	35.4%	100%	70.8%	29.2%	100%	66.4%	33.6%	100%	66.3%	33.7%	100%	67.6%	32.4%	100%

### DIVERSITY

GEWISS' activities are spread across different countries and continents. The company sees plurality and diversity as a source of enrichment for the organisation's development.

Therefore, it is committed to ensuring respect for and appreciation of the unique contribution each individual brings to the company, and strives to create an inclusive work environment that respects the dignity of each human resource, rejecting any form of discrimination and aiming to create a heterogeneous context, taking into account the contribution of each individual and recognising the value of differences as a founding value of the Group, as enshrined in the Code of Ethics and the Sustainability Policy.

In 2022, a Group policy on 'Diversity and Inclusion' was defined through specific focus groups and by conducting a corporate internal climate survey.

The Policy outlines GEWISS' commitment to the five pillars on 'Diversity and Inclusion' issues to be developed in the coming years: gender, generations, ability, interculturality and thought.

Specific training courses/webinars are in the pipeline for people managers, and specific activities involving all employees are planned for 2023, starting with an in-depth examination of the pillars regarding gender and interculturality.

2023 will also see a further development of these issues, expanded to include human rights.

Within the Sustainability Roadmap is a plan for the definition and implementation of a Human Rights policy and related monitoring activities.

## PERFORMANCE PROGRAMMES AND STAFF INCENTIVES

In 2022, the extension of the Performance Evaluation to all the Group's companies was completed to ensure a shared methodology that can be applied to employee appraisals and used to promote a culture of continuous feedback on both the results achieved and how they are enacted within GEWISS' behaviors.

The professional development appraisal system also measures each individual's contribution to the company's success, including the timely assessment of results achieved during the course of the year.

## CORPORATE WELFARE

As of April 2022, a new corporate welfare platform has been introduced into Italy that offers participating employees a range of affiliated benefits, including tax-free goods and services, as well as vouchers for various services.

Employees were given training to assist in the use of this new platform, this was accompanied by the distribution of access credentials by email (for staff with a company account) and by leaflet (for those without a company account).

The options this platform offers are an important step in the evolution of GEWISS, which proposes to link various payments to the company's and individual performance, as well as to differentiate services and benefits available to employees.

## REFERRAL BONUS

2022 also saw the launch of the **Referral Bonus** programme, to incentivise referrals or recommendations of people who fit the profiles sought by the company and who are then hired.

## SMART WORKING

GEWISS has experimented with and embraced the principles of Smart Working, which permits out-of-the-office work and, more importantly, promotes new working methodology, guided by the concept of management for objectives and results, allowing flexibility, autonomy

and therefore empowerment for the individual's work activities.

This is all designed to favour continuous improvement in performance and people's levels of engagement and motivation for a better work-life balance.

## Other Initiatives

### APERIGEC

In Italy, the **AperiGEC** was launched in October 2022, organised to create a time for colleagues to enjoy an aperitif together in the Gewiss Experience Center, to create moments of coming together, sharing and relaxation among the personnel, and to give employees from different company departments a chance to network.

The GEWISS Human Resources Department manages the registration process for these events by drawing a maximum of 100 participants per evening.

To favour and communicate a culture of Continuous Learning, **LMS Ambassadors** have been appointed to provide suggestions or advice to maximise the learning experience and to promote, through their network, the content and tools available on the platform.

In conjunction with the identification of the Best Learner, for the duration of November, an Ambassador competition was also activated, whereby the most popular or most completed courses were used to elect the associated Ambassador.

The initiative was important in that it demonstrated the concept of common commitment, which everyone is called upon to participate in, for GEWISS to become a Learning Organisation, i.e. an organisation capable of developing, acquiring and transferring knowledge and skills and reflecting them in its behavior with a view to continuous improvement.

On the day before each learning spot, web-viewable video proposals associated with the same topic as the courses recommended on the e-learning platform are sent out.

The GEWISS Sustainability team has put forward



several courses, including one on **Cultural Diversity**, structured to deepen understanding of different cultural models, the stereotypes and preconceptions that can arise, and the understanding and acceptance of cultural differences.

### **GEWISS HEALTH INTERNATIONAL CHALLENGE**

To promote a healthy lifestyle and sports activity – in line with the initiatives carried out for the parent company Gewiss S.p.A. during 2021 – the **Gewiss Health INTERNATIONAL Challenge** was launched. A challenge among the Group's employees, it is aimed



at rewarding those who engage in regular physical activity, monitoring their steps through the use of a dedicated app.

The challenge started in April 2022 and achieved

significant results in terms of steps, activities and generated improvement. A total of 214 million steps and 151,000 km were walked by 582 participants.

The initiative, which is part of the pathway for the promotion of health and wellbeing within the company,

made starting an activity easy and fun, with the awards ceremony taking place at the beginning of June.

## GEWISS OPEN DAY 2022

29 May 2022 GEWISS held its Open Day.

It offered a moment of coming together and socialisation among employees, in which around 700 employees and their families (about 1,300 people in total) were able to visit the entire Cenate Sotto site, including the production plant, the office building, the laboratory and the GEC.

## PROJECT 'SHARE OUT THE IDEA'

The pilot project in Italy of 'Share Out the Idea' is aimed at promoting a system for generating, collecting and rewarding improvement proposals from the company's production and logistics workforce.

The project began in March 2022 at the Cenate Sotto site, initially in the manufacturing area, and then extended to other company departments.

This Suggestion System project was then extended to the Cenate Sopra site and in November 2022, it was also extended to the Castel San Giovanni site.

The project is also expected to be extended to the Group's other European plants during 2023, starting with Portugal during Q1 and followed by France and Germany during Q2 2023.

## GEWISS BRAND AMBASSADOR

The Employer Branding project developed by GEWISS is directed towards raising the company's global reputation by strengthening online visibility, customer influence and the ability to attract new talents.

The manner of its execution is still being defined and includes the involvement of company staff from affiliates, who describe the company, its vision, mission and values that represent the brand identity through their personal experiences.

The initiative included a storyboard and script definition phase for the employees involved in the project, with recording and editing of videos intended just for the Italian market at this stage. Interviews with the employees were also published on the Gewiss

website and were relayed on social platforms (such as LinkedIn).

From 2023, the objective is to relaunch versions for the international market.

## BOUNCING OFF TEAM

GEWISS is undergoing a profound change in line with the MiNDS framework, to become an increasingly well-managed, international and digital company.

To support this transformation, and with a view to continuous involvement, GEWISS has decided to set up the Bouncing Off Team - a pilot project in Italy - made up of a sample group of people representative of the company, chosen from within the various corporate departments of the headquarters.

The team's objective is to create space for dialogue and open discussion on major cultural and organisational changes, and also to gather input on ongoing initiatives and internal projects, so that a solid plan of action can be formulated that takes into account the needs and perceptions of internal stakeholders.

During 2022, the Bouncing Off Team met on a bimonthly basis, discussing key topics such as transparency and corporate communication, behaviours and work-life balance, smart working and diversity and inclusion.

The aforementioned activities add a solid foundation to the commitment and attention that GEWISS places on its people, who definitively represent the company's most important and valued pillar.

This path, which is not new but has always been the company's DNA, will not cease. Instead, it will continue with increasing prevalence in the years to come, with the aim of placing particular attention on the quality of life of our collaborators, facilitating the commitment to reconcile work life and family life, in the greatest sense of integration and belonging with the Group.

## 4.2 Training

GEWISS recognises the fundamental contribution of its personnel to the achievement of the company's objectives and enhances their skills through the **adoption of dedicated training courses** for professional development.

In 2022, a total of **19,312 training hours** were provided to personnel, as part of the important **Human Capital Management** process involving the entire company and aimed at protecting, promoting and developing human capital.

It should be noted that, in 2022, the reporting scope was also extended to include the Group's foreign offices, a direct result of the 2021 Sustainability Profile initiative to improve reporting each year, to provide an increasingly complete representation of the GEWISS Group.

### GRI 404-1: Average hours of training per year per employee

	N° of training hours: average for 2022 <sup>7</sup>		N° of training hours: average for 2021 <sup>8</sup>	
	Men	Women	Men	Women
Executives	6	17	4	14
Middle managers	15	26	5	9
Clerks	16	13	10	9
Blue-collar staff	9	4	6	2
<b>Total</b>	<b>14</b>	<b>8</b>	<b>8</b>	<b>5</b>

	N° of training hours by topic 2022		
	Men	Women	Total
Health and safety <sup>[1]</sup>	3,847	716	4,563
Compliance	699	285	984
Soft skills development	8,513	3,591	12,104
Technical training	1,556	105	1,661
<b>Total</b>	<b>14,615</b>	<b>4,697</b>	<b>19,312</b>

	N° of training hours by topic 2021		
	Men	Women	Total
Health and safety	3,252	857	4,109
Compliance	169	51	220
Soft skills development	4,998	1,943	6,941
<b>Total</b>	<b>8,419</b>	<b>2,851</b>	<b>11,270</b>

To support the managerial development programme, underway since 2019, the **Human Capital Management Success Factors** suite was implemented in 2021, allowing the performance management cycle to be digitally structured in a unified manner for the entire Group.

This has resulted in an alignment on objectives, promotion of a culture of continuous feedback, and the introduction of a more effective pay-for-performance system, thereby recognising the value of each individual and boosting their motivation.

During 2022, a specific training course dedicated to the Code of Ethics and its principles was also launched for all Group employees, and courses for sustainability training for all employees continued.

### TRAINING MONTH

Throughout November 2022, GEWISS promoted the importance of training and individual development through the initiative ULearn, Power up your development!

The initiative provides specific 30-minute training moments, called Learning Spots, to invest in personal growth by taking advantage of courses available on the UisUs e-learning platform or other activities in line with the development needs of each employee.

The platform provides a wide array of content on various topics and via various modalities to make the experience more engaging.

At the end of November, based on the data collected on the platform, the people who completed the most

<sup>7</sup> It should be noted that the data examined relates only to the Gewiss S.p.A employees in Italy.

<sup>8</sup> Please note that the data considered in 2022 is from the following Group countries: Italy, Albania, Hungary, Poland, Romania, France, Germany, Portugal, Spain, Belgium, Switzerland and Chile. China was excluded due to non-availability of the data.



courses were celebrated as Best Learners.

In addition, on 2-3-4 November, GEWISS S.p.A organised training days for manufacturing personnel, dedicating training sessions to LEAN Manufacturing, compliance, sustainability and human resources.

The training days were attended by more than 400 people from the Gewiss plants in Cenate Sotto, Cenate Sopra and Castel san Giovanni.

### **CYBERSECURITY TRAINING**

The context we live in obliges each of us to pay greater attention to cybersecurity issues, for which the company is increasingly vigilant in order to predict, prevent, detect and respond to malicious activities by cyber criminals.

In recent years, an initiative has been underway to increase the awareness of cyber risks in the entire

GEWISS workforce who access the company's IT resources.

Between 2019 and 2021, classroom training sessions were held for senior management and their assistants and multimedia content in the form of an 'Escape Room' game was made available for the rest of the employees. During the same time span, training clips were periodically broadcast.

Starting from 2022, the company signed up for a three-year training programme (Cyberguru) comprising 36 modules, each of which consists of three different activities with an associated learning test. By the end of 2022, 7 modules were launched to 1,081 users.

Alongside this, also for the Human Firewall project, periodic simulated phishing campaigns were activated, with the aim of increasing the attention of users when opening their e-mail correspondence.



## GEWISS ACADEMY

The GEWISS Academy was set up in 2018 from the experience and knowledge gained in training by Gewiss Professional, a company that operated on the market to present and explain GEWISS solutions through a technical focus.

Today, the Academy's mission focuses mainly at the corporate level to ensure that the sales force is prepared to effectively present the company and our product offering to customers.

In particular, carefully selected and trained company personnel collect and prepare general and specific

content on all solutions, organise and conduct courses for the sales force that are delivered in-person, online or through digital content (discussion and eLearning) shared through dedicated company channels (training platform).

Training is managed throughout Italy and coordinated in countries where GEWISS has a subsidiary or agency. Among its other activities, the Academy also provides the induction for newly recruited employees, on-site company visits, the management of commercial visits of customers who are invited to the headquarters and for those for who product-specific in-depth studies have



been also organised.

Special attention is also paid to the younger generation with the 'Education: Kits and tools for teaching about home automation in schools, with illustrated technical manuals and the 'UN PROGETTO DI CLASSE' (A Class Project) school competition for electrical engineering students from all over Italy.

During 2022, more than 1,150 hours of presentations and technical training were delivered to approximately 2,950 participants.

## FOCUS - A CLASS PROJECT

'Un progetto di classe' is the competition created by GEWISS Academy with the aim of enhancing and spreading good practices in electrical design, through the use of professional software.

The competition will go out to all secondary education establishments in Italy, with the aim of integrating it

into the students' learning, in order to reduce the gap between education and employment. This will offer an opportunity to delve into the various aspects of the ministerial programme in a detailed and stimulating way, and at the same time give students the chance to immerse themselves in a real case; they will learn the roles of a working team and gain high-level technical competencies.

In May 2022, five winning classes were awarded in the 2021/2022 Competition, in which more than 1,260 students participated from 82 different technical institutes in Italy.

The theme of the competition was 'The home: a space to re-evaluate', in which sustainability was one of the criteria for the assessment of the projects presented. The students were encouraged to reflect on how electrical design can play an essential role in building a virtuous circle between consumption, the economy and



the impact on the environment.

The X edition of the competition for the 2022/2023 scholastic year is “SAVE ENERGY”: the participating classes are required to **create installation solutions aimed at saving energy, using some of GEWISS’ product ranges.**

Choosing energy efficiency means making the best use of energy, aiming to achieve an energy saving that is equal to the service carried out. This contributes to reducing both CO<sub>2</sub> emissions and pollution, regardless of the energy source used, whether that be fossil fuels or renewable energy.

The winners of the competition will be chosen in 2023.

### 4.3 Occupational Health and Safety

Managing occupational health and safety has always been a fundamental requirement for GEWISS, which is committed to guaranteeing and promoting safe operations and behaviours for employees and associates, to protect them and safeguard their quality of life and that of their families. The focus on health and safety follows common guidelines and principles across the Group, in full compliance with the various local regulations and standards.

This has always been a key focus of the company and was further reinforced during the Covid 19 health emergency, during which new models for actions and relationships were created within the Group for the

purposes of achieving greater international integration.

From the early stages of the pandemic, GEWISS gave priority to the needs of their internal staff, preparing safety protocols in a timely manner - with preventive measures of even greater stringency than those stipulated by government decrees - while simultaneously ensuring continuity of service for clients.

GEWISS has proven itself as a model company in the management of emergency situations, in particular in Italy and especially in the province of Bergamo, the area of Italy that was most badly affected by the pandemic. The results of the actions taken, and the ever-growing direct and sound dialogue with our people, has accelerated the definition of a new-working situation towards increasingly versatile and sustainable organisational models, and towards a deepening connection with collaborators, based on values and the sense of belonging.

Employees health and safety and risks prevention are thus vital for GEWISS and for its business development. This is also affirmed within the Group’s Quality, Health and Safety, Environment and Energy integrated policy.

As such, GEWISS is certified according to the ISO 45001 international standard – Occupational health and safety management systems - in its own sites in Italy and France. The adoption of these standards involves a constant re-evaluation of risks through periodic conformity checks, and the consequent





adoption of preventive and corrective measures. The GEWISS branches that are not yet certified also place maximum attention on health and safety, and the Group is committed to ensuring and implementing the highest standards, guaranteeing not only full adherence to current regulations in each state, but also beyond.

Within the Sustainability Roadmap, there are various projects to extend the main ISO certifications, including ISO 45001, to other sites belonging to the Group.

2023 will see the launch of the implementation and adoption of the standard's requirements in the production site in Portugal.

The management of occupational health and safety aspects includes:

- ▶ In-depth analysis of occupational health and safety regulations to guarantee the highest level of enforcement;
- ▶ Analysis of accidents and near misses and the statistical processing of data;
- ▶ Verification of occupational health and safety training requirements and implementation;
- ▶ Periodic inspection of work environments to monitor activity and the involvement of corporate functions in the implementation of preventive measures;
- ▶ Collection and analysis of data from chemical/physical investigations carried out in the workplace

(noise, airborne pollutants, hazardous substances, radiation, etc.);

- ▶ Assessment of health and safety risks in the workplace;
- ▶ Management of emergencies and inspection of first-aid stations;
- ▶ Involvement and participation of all staff.

Risk assessment is carried out internally and with the ongoing support of external consultants specialising in the sector, in order to identify the appropriate measures for the control, and elimination where possible, of risks.

The entire company's staff, from every qualification background, are the front line for alerting us to any anomalous situation via diverse methods that have been implemented in the company. One example is the 'APP Pericoli' (APP Hazards), an application available on smartphones and accessible through the company's intranet since 2021 in Italy, and in an expansion phase in the Group's other sites. The app facilitates communication to the company management in charge of health and safety, regarding any situation that may present a non-immediate danger, in order to take preventive action.

Furthermore, effective internal communication is essential, as is continual training and keeping employees informed, which is ensured through the company's intranet email, notices on noticeboards,

formal meetings, illustrative training materials and pamphlets.

Following an accident, a prompt and accurate analysis of the incident is carried out using the 8D report form, which is in use in all the Group's production sites (not currently in use in the commercial branches since there is little staff and low risk) and which guarantees a uniform approach to the analysis. In the report, the event is analysed, with a description of the problem and

where it took place, who was involved, what were the causes, the improvement actions, and the effectiveness of the action is also monitored.

Evaluation and monitoring inspections are also carried out periodically in the working environments (for noise, pollutants, hazardous substances, etc.) through the involvement of corporate functions in the implementation of preventive measures.

## GRI 403-9: Work-related injuries

	2022		2021	
	N°	Rate	N°	Rate
The number and rate of fatalities as a result of work-related injury	0	0	0	0
The number and rate of high-consequence work-related injuries (excluding fatalities)	1	0.36	0	0
Number and rate of work-related injuries <sup>9</sup>	14	5.0 <sup>10</sup>	20 <sup>11</sup>	7.6 <sup>12</sup>
The number of hours worked <sup>13</sup>	2,772,319		2,632,060	

Co-operation from everyone is required to reach the objectives within the QHSE policy.

As such, where possible, we favour the participation of staff in promotional and distribution activities regarding safety culture through compulsory training courses required by current regulations, amongst others.

The total amount of accidents registered in 2022 is found to be in decline compared to the figure for 2021.

The subject of health and safety is a founding principle of GEWISS' sustainability strategy. As such, it has also been addressed in the sustainability training courses issued in 2021 for all the Group's office workers, and in 2022 for the GEWISS Italia labourers. In confirmation of this, 4,563 total hours of training courses were issued

in 2022 on the topic of health and safety, representing 23% of the total training hours.

Furthermore, the voluntary participation training courses on the topic of ergonomics, developed in Italy since June 2022 should also be given a special focus.

More than 400 participants were involved, with 25 two-hour training sessions dedicated to designers for the optimal ergonomic design of the work line, and for operators, on the principles of ergonomics and in reference to the features of the operator's work, so that they could carry out their work according to the principles of ergonomics.

<sup>9</sup> Note that the accident data covers the entire GEWISS Group.

<sup>10</sup> The frequency index is calculated considering: (Total no. of accidents / no. of hours worked) \*1,000,000.

<sup>11</sup> It should be noted that 80% of the accidents were minor and resulted in a period of absence of less than 20 days.

<sup>12</sup> The frequency index is calculated considering: (Total no. of accidents / no. of hours worked) \*1,000,000.

<sup>13</sup> Not having an exact figure available for the hours worked in some foreign locations, an estimate has been made.



# 5 GEWISS AND THE ENVIRONMENT

## 5.1 Commitment to reducing environmental impact

GEWISS has always considered **environmental protection** as a fundamental requirement for its business development.

The Group wants to ensure that its **use of the environmental resources** necessary to meet its needs **is managed responsibly**, so as not to damage or impoverish them for the sake of future generations.

With this in mind, as it continues developing **an environmentally sustainable business model**, the company's efforts are directed towards the efficient use of energy resources, the prevention of pollution and the containment of emissions.

Constant research into the efficiency and effectiveness of its business processes and flows has led to a continuous commitment to improving environmental and energy performance through:

- ▀ Scrupulous attention to costs that do not generate value;
- ▀ The rational and efficient use of natural resources, also from the perspective of energy efficiency;
- ▀ The prevention of pollution and the mitigation of impacts;
- ▀ The acquisition of energy-efficient products and services;
- ▀ The updating of operational practices in light of technological progress.

GEWISS also guarantees maximum attention to safeguarding the environment through the preparation of documentation and internal communications that are directed towards ensuring the best management possible for all the different environmental resources of interest. This includes waste, atmospheric emissions, noise emissions, water supply and management of

waste outlets, substances and chemical preparations, transport of goods and dangerous waste, as well as all the environmental and energy resources coming into the offices.

Furthermore, in 2022, great focus was placed on the process of dematerialisation, to ensure, first and foremost, greater efficacy and efficiency of processes to avoid wasting resources. Alongside this, various awareness initiatives were implemented for the Group's employees to encourage the adoption of sustainable behaviours, by pills on the company intranet and the creation of dedicated videos that were run on TV monitors in the company's common areas.

### An example?

On the 11th of March, on the day of **"M'illumino di meno"** (I will use less light), **celebrated in Italy and created to raise awareness of the mindful use of energy and natural resources**, GEWISS promoted a clip on its company intranet to its employees:

**"Help us switch off waste by adopting sustainable behaviours"**

contributing to promoting good habits through concrete examples, in order to reduce impact not only at work, but at home.

Further confirmation of the Group's commitment to safeguarding the environment is its adoption of Environmental Management Systems in its plants in Italy and France, certified according to the ISO 14001 international standard. In 2022, there were also no environmental cases reported against GEWISS.

## 5.2 Energy consumption and emissions

GEWISS promotes the conscious use of available resources through careful and optimised management of the energy sources used in production cycles, and through the definition of energy saving objectives, thus also committing to the reduction of emissions generated

by its own consumption.

In this spirit, GEWISS intends to develop an active role at the forefront of research into maximum energy efficiency: the careful management and technological improvement of production and service systems over the years has enabled an optimisation of energy consumption, with an approach that sees the technological innovation applied to its systems as the key to efficiency streamlining and cost limitation.

In this vein, since 2020, GEWISS has had **ISO 50001** certification for its production branches in Italy, with the objective of creating and maintaining an Energy Management System that facilitates the continuous improvement of its **energy performance**.

The company boasts an Energy Team, coordinated by the Energy Manager. The role of this team is to promote the optimal management of energy resources in all GEWISS sites and with all company departments,

by monitoring the consumption of the main energy carriers, measuring energy performance, evaluating opportunities for improvement using the market's best technologies, and developing plans for continuous improvement.

The main projects that will be developed over the next three-year period, and that will follow the directives of the **Sustainability Roadmap**, will involve actions and solutions geared towards improving energy efficiency and the production and use of energy from renewable sources.

The energy consumption figures for 2022 are shown in the table below and expressed in Gigajoules (GJ).

In 2022, the reported energy consumption showed a reduction of 8% compared to 2021. In particular, there was a reduction of 23% in the consumption of natural gas for the Group's industrial processes and heating.

## GRI 302-1: Energy consumption within the organisation

Energy consumption <sup>14</sup>	GJ 2022	GJ 2021
<b>Direct energy consumption - energy used for heating and industrial processes</b>		
Natural gas	46,276.4	60,241.8
Diesel	42	33
Propane gas	7,264.8	11,475.4
of which from certified renewable energy sources	0	0
<b>Direct energy consumption - automotive</b>		
Diesel	20,670.3	19,149.1
Petrol	1,185.7	1,022.7
LPG	0	0
Natural gas	0	0
of which from certified renewable energy sources	0	0
<b>Self-generated electricity from renewable sources - e.g. from photovoltaic installations</b>		
Total self-generated electricity	0	0
of which consumed	0	0
of which sold to the grid	0	0
Self-generated thermal energy from renewable sources - e.g. solar thermal panels	46.1	33.3
<b>Indirect energy consumption</b>		
Purchased electricity	108,616.4	107,440.3
of which from certified renewable energy sources	1,013.5	1,000.7
<b>TOTAL ENERGY CONSUMPTION</b>	<b>184,101.8</b>	<b>199,395.6</b>

<sup>14</sup> The data reported refer to the scope of the Group's production sites and main commercial subsidiaries



The standard English parameters as defined by the Department for Business, Energy & Industrial Strategy (DEFRA) were used as the conversion factors (starting from the unit of measurement for each energy source) to convert energy consumption into GJ.

Electrical energy represents GEWISS' main area of consumption, as is visible in the aforementioned table, followed by methane gas and diesel to fuel the company fleets.

During 2022, activities for the **ongoing research into energy efficiency and the optimisation of plants** saw the continuation of projects that began the preceding year, as well as the launch of new ones, as summarised below:

- Replacement of the lighting systems in the Cenate Sotto and Castel San Giovanni plants;
- Installation of a heat pump system to recover heat from the production process in Cenate Sotto, with the reduction of methane gas consumption for heating;
- Optimisation of the central heating of the logistics centre in Calcinatè and the launch of the upgrading plan for the cooling system;

- Optimisation of lighting systems in the Bustelo (Portugal) and Ottfingen (Germany) plants.

The gas crisis and the impact on energy prices has moreover meant increased attention on the reduction of waste through various activities developed in all sites in Italy and abroad. This includes the reduction in lighting at night during non-working hours and the optimisation of temperatures and heating schedules.

Optimisation will continue in 2023 regarding lighting systems, technological systems and compressed air at various production sites.

The continued focus on converting and improving the efficiency of the company's fleet of vehicles has led to the replacement of more diesel-powered cars with new low-emissions ones, as well as the introduction of some electric and hybrid vehicles and the installation of charging stations in some company car parks. The continuing optimisation and conversion of company fleet vehicles will also continue in future years.

During 2022, feasibility evaluations for the use of renewable energy in production sites meant that construction could begin on the first photovoltaic system on the roof of the building in the Calcinatè plant, in the province of Bergamo. This system will achieve

an approximate power of 488 kW, with expected completion in the first half of 2023. The system will generate an annual production that will cover more than 20% of the total on-site consumption and 2% of the total consumption of the Group's Italian branches. It is shaping up to be a pilot project to continue in the years to come, with the evaluation of further developments at other branches of the Group.

Furthermore, assessments of renewable energy in the procurement phase have meant that renewable energy supply contracts could be chosen for the Portugal plant, and, from April, also for the Turin commercial subsidiary.

Consumption was re-evaluated in terms of equivalent CO<sub>2</sub> emissions, as shown in the following table, confirming the relevance of Scope 2 on the GEWISS Group's total emissions.

In 2022, a 13% reduction in direct emissions was recorded, consistent with the reduction of direct energy consumption; on the other hand, indirect emissions recorded a minor increase (1.4%), consistent with the increase in electric energy acquired.

In reporting 2022 Scope 1 emissions, the values of refrigeration gases were also added, whose quantity is not negligible given the use of refrigeration systems in industrial processes.

## GRI 305-1 Direct (Scope 1) GHG emissions and GRI 305-2 Energy indirect (Scope 2) GHG emissions

Direct emissions (Scope 1) <sup>15</sup>	2022	2021
Natural gas	2,587.9	3,383.5
Diesel for power generators	3.0	2.3
LPG	0	0
Diesel	1,471.6	1,338.6
Petrol	78.9	68.8
Propane Gas	469.3	741.3
Electricity from non-renewable sources	0	0
Refrigerant gases	552.6	395.5
<b>Total direct emissions</b>	<b>5,163.4</b>	<b>5,930.1</b>
<b>Indirect emissions (Scope 2) - location based</b>	<b>tCO<sub>2</sub>eq</b>	
Electricity purchased from the grid for consumption	9,292.1	9,160.0
Heat (heating) purchased for consumption	0	0
Cooling purchased for consumption	0	0
Steam purchased for consumption	0	0
Other (please specify)	0	0
<b>Total indirect emissions</b>	<b>9,292.1</b>	<b>9,160.0</b>
<b>Total emissions</b>	<b>14,455.5</b>	<b>15,090.1</b>

<sup>15</sup> The DEFRA emission factors, updated to 2022, were used to calculate GHG emissions.

For emissions from purchased electricity (Scope 2), the Terna [Italian national transmission grid company] "International Comparison 2019" emission factor was used, as it provides specific data for each country. In particular: Italy, France, Germany and Portugal.



### 5.3 Circular economy

From the outset, the waste management policy at GEWISS offices and sites has prioritised the prevention of waste production at the source, investing considerable efforts in the recovery and recycling of materials and the proper disposal of the non-recyclable fraction.

Raising staff awareness, adoption of modern and efficient waste collection systems at the various industrial sites, definition of dedicated operational procedures for waste management, involvement of specialised waste collection companies, and numerous other initiatives have over time allowed qualitative and quantitative improvements in the production and subsequent recovery/disposal of waste.

The production of waste is mainly connected with the Group's production sites, and relates mainly to waste derived from transformation processes of plastic materials for extrusion and injection-moulding, mechanical processing, and assembly and logistics activities (goods handling), which are all tracked and managed in full compliance with the national and local waste disposal directives.

Precisely to prevent the production of waste at the source, GEWISS has optimised its production processes

to reduce all plastic waste, and more generally, any environmental impact originating from its activities.

In particular, the scraps of the moulding process and the scraps of the extrusion process are re-introduced directly into the production cycle in a controlled way, in order to guarantee the quality and requirements of the product.

Generally speaking, GEWISS gives maximum attention on the minimisation of raw materials coming into the company, starting at product design, but also for packaging.

In fact, the company has always been committed to ongoing actions that eliminate low-recyclable components and optimise shapes and thicknesses, in order to guarantee maximum quality with minimum impact.

Packaging design during 2022 was carried out in this manner, also focusing on the reduction of plastic materials used in the packaging, as well as the substitution of part of the material currently in use with innovative and sustainable solutions.

Furthermore, it is important to note that:

► According to the WEEE directive (2012/19/EU of the





European Parliament and of the Council of 4 July 2012 on waste electrical and electronic equipment), GEWISS is a “producer of electrical and electronic equipment” and its articles come within the scope of the 2012/19/EU directive in categories 2, 3, 4 and 5. For all its products that fall within the scope of the WEEE directive, GEWISS encourages the design of environmentally sustainable electrical and electronic equipment, with the aim of facilitating the dismantling, repair, preparation for reuse, reuse, recovery and disposal operations outlined by WEEE to allow the efficient use of the resources;

- Furthermore, GEWISS supplies the end users with useful information in the product instructions regarding disposal, for the successive commencement of recovery and recycling operations, emphasising the importance of safeguarding and protecting the environment;
- Other than adhering to the requirements of waste-recovery consortia dedicated to the management of waste from end-of-life electrical and electronic equipment, for several years now GEWISS has also adhered to waste-recovery consortia dedicated to the management of waste from packaging materials, batteries and accumulators.

#### **GRI 306-3 (2020): Waste Generated**

<b>Waste Generated</b>	<b>2022</b>	<b>2021</b>
Non-hazardous (tons)	1,969	2,158
Hazardous (tons)	89	104
<b>Total (tons)</b>	<b>2,058</b>	<b>2,262</b>

The above table shows - with a trend in line for 2021 and 2022 - that the percentage of non-hazardous waste produced by GEWISS is more than 95%, a result achieved thanks to the decision to use non-hazardous materials and substances in the production process wherever possible.

In 2022, the group's waste amounted to 2,058 tonnes, with a reduction of 9% compared to the total waste produced in 2021.

In particular, the waste sorting system in 2022 was expanded to offices and production units, following the activity initiated in 2021 within the break areas.

It should be noted that such an initiative forms part of the “Manage and reduce waste” program included in **the Group's 2023-2025 Sustainability Roadmap**, which aims to promote circular economy initiatives and awareness actions for GEWISS staff through recurring

assessment and research into new partnerships.

In fact, the Group has resolved to improve its performance relating to the management of waste by:

- Taking care to give the correct instructions on how to use and dispose of GEWISS products;
- Carefully choosing packaging materials, in particular avoiding poly laminates;
- Applying Eco-design principles during the product design phase;
- Using recycled raw materials, in order to optimise both the supply of materials and their disposal at end-of-use;
- Making industrial waste more recyclable with the correct selection of materials, also without the use of instruments to separate the various constituent materials;
- Researching products suitable for total disassembly, recycling of components and upgrading in order to promote a circular economy and avoid waste.

In its non-hazardous waste management for 2022, it achieved the recovery of more than 75% of the total, in line with its principles and actions aimed at minimising the environmental impact of its activities.

Furthermore, regarding the company's environmental sustainability objectives, GEWISS has resolved to use more and more high-quality recycled materials, continually searching for new purchasing opportunities on the market, to increase the percentage of sustainable-origin raw materials (recycled, post-industrial, pre-industrial) in its final products.

It is precisely to this end that the company ensures a continuous exchange between the purchasing department, R&D and the various Business Units, as well as the suppliers.

The company is also firmly committed to:

- Incentivising the adoption of the LCA (Life Cycle Assessment) method: a sustainability assessment

that includes all the life cycle stages of the product in question, from the extraction of raw materials for its production to its dismantling and end-of-life;

- Reducing the use of plastic materials, as well as reusing waste materials;
- Optimising industrial processes in order to limit the consumption of materials and resources.

In the choice of materials and parts production, GEWISS guarantees compliance with current Italian and European regulations to avoid the use of substances that may be harmful to health. Full adherence to all regulations is upheld through a verification and conformity process regarding regulations and the functionality of use in our production process and/or products.

### 5.4 Sustainable supply chain

GEWISS is committed to promoting the principles and criteria of ethical, social and environmental responsibility that guide the Group's activities also within its supply chain and in its relationships with business partners.

In this sense, within the scope of the qualification and assessment processes for suppliers, the company has also introduced an ESG survey to understand our suppliers' approach to sustainability. This also serves to encourage the definition and implementation of organisational, environmental, safety, and ethical criteria in the supply chain's qualification and assessment processes.

GEWISS requires its suppliers to adopt behaviors and practices in line with the principles defined in the Organisation and Management Models, the Anticorruption Policy and the Code of Ethics. In 2022, the **Supplier Code of Conduct** was issued, which is currently signed by 60% of suppliers.

GEWISS is committed to **verifying compliance** amongst its suppliers in order to respond to the requirements of the REACH Regulation and the RoHS Directive, with regards to the presence of potentially hazardous substances in the products and raw materials.



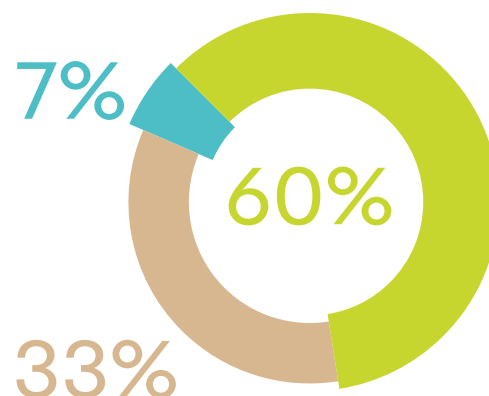
In addition, regular **production process inspections and audits** are carried out on suppliers' premises to ensure that the highest quality standards are always guaranteed. To this end, GEWISS also uses the **Production Part Approval Process (PPAP)** tool to be increasingly sure that all design and product requirements are met, and that the supplier's production process is able to maintain these requirements in mass production.

Furthermore, GEWISS is committed to research - where technically possible - into new materials, with a view to improving sustainability performance (renewable sources and post-industrial or post-consumer recycled sources) both in the application of new projects and in established products.

The new solutions available on the market and offered by suppliers, whether established or new, are shared with a dedicated team who evaluate them with the objective of developing a sustainable supply chain.

The supply chain for 2022 is based predominantly in Italy, with **60% of suppliers based within the country**, while the remainder are distributed **throughout Europe (33%)** and **the rest of the world (7%)**.

The supply chain trend is confirmed to be similar to that of the previous year.



■ Italy ■ Europe ■ Rest of the world

Suppliers	2022	2021
	%	%
Italy	60%	60%
France	14%	13%
Germany	9%	9%
Portugal	4%	5%
Rest of Europe	6%	7%
China	4%	3%
Taiwan	1%	1%
Korea	0%	0%
Rest of the World	2%	2%
<b>Total</b>	<b>100%</b>	<b>100%</b>

#### GRI 204-1: Proportion of spending on local suppliers

Expenditure	2022	2021
	%	%
<b>Italy</b>		
from local suppliers <sup>16</sup>	65%	66%
<b>France</b>		
from local suppliers	60%	59%
<b>Germany</b>		
from local suppliers	35%	32%
<b>Portugal</b>		
from local suppliers	89%	91%

<sup>16</sup> The definition of local is based on the supplier's company name

# 6 GEWISS' ACTIONS FOR THE TERRITORY

## 6.1 Sustainable value

(GRI 201-1)

GEWISS sees economic growth as an integral part of its strategy and is committed to creating long-term value for all its stakeholders.

The table below shows the figures for the Consolidated Financial Statements, reclassified according to GRI Standards in order to identify the economic value directly generated by the Group's production activities - equivalent to sales revenues - and to express the Group's ability to **generate wealth for the benefit of its stakeholders**.

The economic value generated by GEWISS in 2022 amounted to 467.797 thousand euros, while the distributed economic value was 433.668 thousand euros

GRI 201-1 - Direct economic value generated and distributed

Subject area	2022 "thousands of euros"	2021 "thousands of euros"
Economic value generated <sup>17</sup>	467,797	368,585
Economic value distributed <sup>18</sup>	433.668	337,387
Economic value retained	34,129	31,198

<sup>17</sup> This item includes sales revenue (turnover net of discounts and premiums).

<sup>18</sup> The entry includes:

- Operational costs (economic value for suppliers)
- Employee salaries and benefits
- Payments to capital providers
- Payments to Public Administration
- Community investments

For further information on economic and financial performance, please refer to the Gewiss Group Annual Financial Report 2022.

## 6.2 Supporting community and the territory

GEWISS believes in shared development of value along the entire supply chain and intends to assess the economic, environmental and social impacts of its activities at a local level.

Aware of the important role it plays as an industrial entity for the market, for economic growth and for the wellbeing of the people and social entities where it is present, GEWISS works to **develop and maintain an open dialogue with local communities** and the various areas in which it is located, proposing initiatives and projects designed to meet tangible needs.

The objective is to create **shared value for customers, people, communities and future generations**. GEWISS is committed to playing an active role in society and taking into consideration the needs of the area, promoting those that from time to time prove to be in line with our own values, favouring growth and development of communities and enriching areas such as:

- Awareness of the energy sector and the responsible use of resources;



- ▶ Training and partnerships as a lever to promote innovation;
- ▶ Development and care of cultural and environmental heritage;
- ▶ Inclusion through sport and awareness on subjects related to health.

This is demonstrated in the Group's **Citizenship Policy**, drafted in 2022.

This document is our way of declaring what role we intend to play in society to promote sustainable development of the regions and to create long-term value that makes a tangible improvement to the quality of life in those regions.

GEWISS' strategic approach to identifying the **needs of the region and the community** in which we work is based on the following three assets:



**Know and be known** in the regions and contexts with which we interact.



**Improve existing relationships** with the target group and create new relationships.



**Invest in the community** in a way that is coherent and integrated into the business.

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.

We are especially committed to the following areas of action:

- ▶ Awareness of subjects around the energy sector and the responsible use of resources: to have an active role in the improvement of energy efficiency and in the promotion of responsible behaviours along the entire value chain and by the end customers;
- ▶ Training and partnerships as a lever to promote innovation: we want to guarantee high-quality universal digital training, developing new partnerships to create a culture geared towards innovation, contribute to the creation of intelligent technologies, and improve the quality of life of the people;
- ▶ Development and preservation of cultural and environmental heritage: We want to add value to the communities and regions in which we are located by protecting environmental, artistic and cultural heritage, in order to strengthen the link with local communities;





- Inclusion through sport and awareness of subjects relating to health: we promote positive values associated with sport and healthy lifestyles to contribute to the physical, mental and social health of every person with whom we interact.

### FOCUS

In 2022, GEWISS developed various initiatives aimed at encouraging the development of regions and the empowerment of communities. This is demonstrated by the commitment expressed in the Citizenship Policy and in the ongoing activities of the preceding years.

The first of these commitments can be seen in relation to the **Digital Sport Innovation** platform, including within its scope sporting partnerships with Federations / Clubs / Athletes. Beyond guaranteeing immediate energy saving for the structures in which they are applied, the platform also transmits the associated values of “transversal” sustainability through sporting contexts, which can be summed up as the Wellbeing of the Individual, Respect for the Environment and Enrichment of Communal Spaces, also thanks to virtuous individual behaviour. These values can be practically translated through the objectives pursued on this Platform, that aim to:

- Guarantee the athlete's ability to improve their performances through the solutions offered;
- Guarantee greater safety for the athletes and the context.

The transmission of the Digital Sport Innovation sub brand and the GEWISS brand - and consequently, the related values - to the different sporting-context groups involved through the various partnerships, takes place through a series of communication activities. These activities vary based on the importance of the partnership and this can range from displaying the GEWISS logo outside the stadium, to printing it on the athlete's jerseys, to the customisation of the LED walls inside, to the projection of videos created ad hoc during the pre- and post-match moments, to the organisation of events that involve different actors within the partnership, to social activities.

The 2021/2022 - 2022/2023 seasons have seen the continuation of various sporting partnerships, listed

below, in which GEWISS acts as:

**ATALANTA B.C.** - Stadium Naming Sponsor and Third Jersey Sponsor.

**ALBINOLEFFE** - Institutional and club jersey sponsor / Official Supplier for Serie C. In November 2022, a group of boys from the club's Primavera team were involved in a training day at GEWISS, allowing them to experience the business first-hand.

**MICHELA MOIOLI** - Board Title Sponsor. GEWISS has also confirmed their intention to support the snowboard athlete and the sporting values that she represents at a national and international level for 2022 and until 2026

**URANIA BASKET** - Official Partner / Official Club Supplier for Serie A2 basketball.

**TIROLER FUESSBALL VERBAND** - Northern Alps sponsorship, with the Football Federation of Tyrol, focusing on the Under 16 category and anticipating the diffusion of the GEWISS brand in the capacity of Premium Sponsor.

Some sporting partnerships also come together beyond national boundaries. Here are some examples:

**FEDERATION FRANCAISE DE NATATION** - GEWISS FRANCE decided to support the French Swimming Federation as a Technical Partner from 2020 to the end of 2023, with the objective of also conveying the values of the Digital Sport Innovation Platform in this specific area for athletes and the public.

**CORDOBA CLUB BALONCESTO** - GEWISS SPAIN decided to support the Cordoba Basketball Club for the 2022/2023 season as a sponsor, in order to also convey the values of the Digital Sport Innovation Platform in this specific area for athletes and the public.

The main **sponsorships** that GEWISS has taken part in over 2022 include:

### ACADEMY OF SPORT

44th Tennis Tournament 2022 - 29th Trophy in memory of Achille and Cesare Bortolotti, 14th Giacinto Facchetti Trophy, 7th Franco Morotti Tournament – Banca Mediolanum Cup and ASC Cup.

The aforementioned event took place from **19 May to 10 June 2022** at the **Cittadella dello Sport Sports Centre** in Via Monte Gleno, 2/L, Bergamo.

The event was suspended in 2020 and 2021, and was brought back in 2022, creating a **symbolic return** for the revival of **social, sporting and economic activity**, as well as **the revitalisation of the entire agri-food supply chain** of our region.

GEWISS sponsored the event with the logo **JOINON**, appearing on all the communications that accompanied the event (as well as visibility from social media publicity generated by the sponsorship, the website was accessed 12,000 times, and a total of 22,000 pages were visited), with a dedicated publicity page, published in the tournament book, also present on the backdrop, on the banners around the grounds, in local papers and on at least 10,000 brochures made for the initiative.

This initiative had a **charitable purpose** given that the objective of the event was to support those in need in the region.

### **CAMMINATA NERAZZURRA**

GEWISS officially sponsored the 2022 CAMMINATA NERAZZURRA (Blue and Black Walk), which has become very popular with the people of Bergamo over the last few years. It took place on Sunday, 5th of June 2022 and 400 GEWISS employees participated for free. The 2022 edition saw 13,000 people participate in total.

Thanks to its sponsorship, GEWISS was able to offer a maximum of 400 places to their employees.

The GEWISS logo was present on the event's T-shirt, on the backdrop, and on the start and finish banners, as well as on all the event's communications (website, social media, etc.).

The decision to sponsor this initiative had **asocial implication** in that it promoted a sporting activity outdoors that staff could participate in and share with their families. The initiative was included in the context of **sporting activity promotion** aimed at wellbeing and at encouraging a healthy way of life, as well as creating a positive impact on the region.

The scope of the event is also a charitable one, in that money was collected for associations and organisations

that operate in the region.

### **GEWISS FORESTATION EVENT**

In April 2022, a **reforestation project** was developed in an area of the Nova Milanese municipality in the province of Monza and Brianza, with participation from more than 50 Gewiss employees.

The initiative falls within the context of the national **Foresta Italia** campaign, that has the objective of **restoring nature in the local territory, mitigating the impact of human activity, increasing the resilience of the area** with regard to the environmental stress and extreme events connected with climate change.

The Foresta Italia campaign also collaborates with local suppliers and promotes nursery work in the territory, ensuring the health of the exemplary choices thanks to the Plant Passport.



The Gewiss planting event of 28/04/2022

The event saw **250 trees and shrubs** planted, which facilitated the creation of a **forestry system with native species**, including poplars, Turkey oaks, English oaks, hawthorns, lime trees, ash trees and elms, with the purpose of reconstructing the **structure of the oak-hornbeam woodlands**, a forest formation typical of the Po valley plains ecoregion.

During their period of maturity (about 30 years), the plants will absorb a total CO<sub>2</sub> amount equalling about 80 tonnes.

The choice of initiative allowed the combining of **values**

both **locally** and **globally**, with a synergy directed towards a **path of internationalisation** that enriches and promotes the **peculiarities of the territory** taking action on the **improvement of the urban contexts** and thus generating a **positive impact for the local community**.

Along with the urban reforestation programme, and continuing with the objective of the project to replenish the territory's "green", in 2022 GEWISS also financed a Sustainable Forest Management intervention over 500 square metres of woodland, for the Consorzio Forestale Pizzo Badile (Pizzo Badile Forest Group), which will generate an environmental benefit for about 10 years.

GEWISS has also purchased carbon credits through

forestry actions at an international level, necessary to compensate for 50 tonnes of CO<sub>2</sub>, in support of the "Portel Para REDD+" project to protect the Brazilian Amazonian forest in the area of Portel, in the state of Pará.

REDD+, which stands for "Reducing Emissions from Deforestation and forest Degradation", is a planning initiative carried out in forest areas aimed at reducing the emissions caused by deforestation and the degradation of these woodlands. The current objective is to conserve and sustainably manage forests, as well as increase local carbon stocks.

The three aforementioned environmental protection projects supported have enabled the compensation of carbon dioxide emissions equivalent to 125,000 kg.







## 7 CONCLUSIONS

**Simplicity, sharing and clarity.** These are the cornerstones of our 2022 Sustainability Report.

This first edition of the document has allowed us to systematically demonstrate the philosophy that accompanies our business methods, promoting and practicing sustainable innovation as a fundamental aspect of our company strategy and culture.

But this is not enough. We want to establish new goals and improve, in order to make our contribution to increase economic, environmental and social capital in the regions in which we operate, and more. To this end, we have put in place specific objectives that we intend to pursue over the next three-year period, to contribute to sustainable development.

We would like to thank everyone who has contributed to reaching the results outlined in this Report, as well as all those who, every day in their roles, have contributed to the compilation of this document, responding openly and with solid participation to our invitation to dialogue and constructive discussions.

Thanks to their support, GEWISS has a tool to share with all stakeholders, to reinforce the relationship of trust and contribute to the creation of a shared value along the entire value chain.

### Contact Us:

For more information on any subject discussed in this document and for more in-depth knowledge on the GEWISS Group's sustainability journey, contact: [sustainability@gewiss.com](mailto:sustainability@gewiss.com)

To stay informed about GEWISS Group's sustainability journey, visit the dedicated section on our website by scanning the QR Code.



# 8 GRI CONTENT INDEX

<b>Statement of use</b>	The GEWISS Group has reported the information cited in this GRI Content Index for the period from 1 January 2022 to 31 December 2022, with reference to ("with reference to") the GRI Standards.
<b>GRI 1 used</b>	GRI 1: Foundation 2021

GRI STANDARDS	DISCLOSURE	Page number or disclosure
<b>GRI 2: General Disclosure 2021</b>	2-1 Organizational details	Methodological note, pages 6
	2-2 Entities included in the organization's sustainability reporting	Methodological note, page 6
	2-3 Reporting period, frequency and contact point	Methodological note, page 6
	2-4 Restatements of information	<b>N/A</b> it is the first year of the report
	2-5 External assurance	<b>N/A</b> - The 2022 Sustainability Report is not subject to external assurance since it was compiled on a voluntary basis (GEWISS is not obligated pursuant to current legislation)
	2-6 Activity, value chain and other business relationships	The Business, page 8
	2-7 Employees	Our people - page 35
	2-8 Workers who are not employees	Our people - page 35
	2-9 Governance structure and composition	Corporate Governance - page 12
	2-14 Role of the highest governance body in sustainability reporting	Methodological note - page 6, Materiality analysis and stakeholders identification, page 18
	2-22 Statement on sustainable development strategy	Letter to stakeholders, page 5
	2-23 Policy commitments	Ethics and Compliance, page 14
	2-27 Compliance with laws and regulations	In 2022 there were no cases of non-compliance with laws and regulations
	2-28 Membership associations	Materiality analysis and stakeholders identification, page 23
	2-29 Approach to stakeholder engagement	Materiality analysis and stakeholders identification, page 22
	2-30 Collective bargaining agreements	Our people - page 34
<b>GRI 3: Material topics 2021</b>	3-1 Process to determine material topics	Materiality analysis and stakeholders identification, page 18
	3-2 List of material topics	Materiality analysis and stakeholders identification, page 18
	3-3 Management of material topics	<ul style="list-style-type: none"> <li>• Innovation and responsible design, page 25</li> <li>• Wellbeing and development of human resources, page 35</li> <li>• GEWISS and the environment, page 46</li> <li>• GEWISS for the territory, page 54</li> </ul>
<b>GRI 201: Economic Performance 2016</b>	201-1 Direct economic value generated and distributed	Sustainable Value, page 54
<b>GRI 204: Procurement Practices 2016</b>	204-1 Proportion of spending on local suppliers	Sustainable supply chain, page 53
<b>GRI 205: Anti-corruption 2016</b>	205-3 Confirmed incidents of corruption and actions taken	Ethics and Compliance, page 15
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organization	Energy consumption and emissions, page 47



<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	Energy consumption and emissions, page 49
	305-2 Indirect (Scope 2) GHG emissions	Energy consumption and emissions, page 49
<b>GRI 306: Waste 2020</b>	306-1 Waste generation and significant waste-related impacts	Circular economy, page 50
	306-2 Management of significant waste-related impacts	Circular economy, page 50
	306-3 Waste generated	Circular economy, page 51
<b>GRI 401: Employment 2016</b>	401-1 New employee hires and employee turnover	Our people - page 34
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1 Occupational health and safety management system	Occupational health and safety, page 43
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational health and safety, page 43
	403-3 Occupational health services	Occupational health and safety, page 43
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational health and safety, page 43
	403-5 Worker training on occupational health and safety	Occupational health and safety, page 43
	403-6 Promotion of worker health	Occupational health and safety, page 43
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational health and safety, page 43
	403-8 Workers covered by an occupational health and safety management system	Occupational health and safety, page 43
	403-9 (a) Work-related injuries	Occupational health and safety, page 45
<b>GRI 404: Training and education 2016</b>	404-1 Average hours of training per year per employee	Training, page 40
<b>GRI 405: Diversity and equal opportunities 2016</b>	405-1 Diversity of governance bodies and employees	Corporate Governance, page 12 Our people, page 36
<b>GRI 413: Local Communities 2016</b>	GRI 413-1: Operations with local community engagement, impact assessments, and development programs	Supporting community and the territory, page 54
<b>GRI 416: Customer Health and Safety 2016</b>	416-1 Assessment of the health and safety impacts of product and service categories	The relationship with our customers, page 30
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	In 2022 there were no instances of non-compliance regarding health and safety impact of products and services
<b>GRI 417: Marketing and Labeling 2016</b>	417-1 Requirements for product and service information and labeling	The relationship with our customers, page 30
	417-2 Incidents of non-compliance concerning product and service information and labeling	In 2022 there were no cases of non-compliance concerning product and service information and labeling
	417-3 Incidents of non-compliance concerning marketing communications	In 2022 there were no cases of non-compliance concerning marketing communications
<b>GRI 418: Customer Privacy 2016</b>	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	In 2022 there were no verified cases of complaints concerning breaches of customer privacy and losses of customer data







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