

QUALITY, HEALTH AND SAFETY,
ENVIRONMENT AND ENERGY:
THE GEWISS GROUP INTEGRATED POLICY



GEWISS GROUP COMMITMENT

GEWISS has an entrepreneurial history based on a strong work ethic and technical culture, a solid tradition that is renewed every day in the constant drive for change.

GEWISS wants to establish itself as a leader in the international electrical engineering sector providing **innovative solutions for the society**. Our **mission** is to create value for **our customers** and staff, providing scalable and innovative solutions for buildings, industries and infrastructures, connecting people and things, while improving safety and quality of life, driven by the values of **integrity, excellence** and **sustainability**.

On the basis of these principles, the size and the organizational and operational context, the **Integrated Quality, Safety, Environment and Energy Policy** is implemented by all the companies of the Group.

The policy outlines a clear framework and encourages dialogue with all stakeholders, both internally and externally.

In this context, all the companies of the Group make their own the contents of the Policy and through management systems and/or organisational structures:

- ensure compliance with current regulations;
- provide employees with a framework of guidance;
- contribute to the identification and achievement of the group's objectives and targets.

OUR POLICY

Gewiss considers essential for the development of its activities, the quality of its processes, the protection of the environment, the health and safety of workers, the security of information, risk prevention, energy efficiency, the best management of its assets.

GEWISS faces every daily action, convinced that sustainability is the fundamental prerequisite for company development: operates to reduce waste and efficiently manage human, natural and financial resources and aims to create value for its people, its customers, its suppliers, communities and future generations.

These values represent the fundamental prerequisite for the continuous testing and research for greater efficiency of internal and external flows, from which the Quality, Safety, Environment and Energy Policy guidelines derive:

1. **SOLUTIONS.** GEWISS pays the utmost attention to product/service solutions as a set of tangible and intangible components. The Brand is synonymous with the guarantee and quality of the Solution and is the only tool that can ensure long-term growth.
2. **CUSTOMER.** The priority objective is to identify the needs and expectations of the "Customer", to ensure that real needs can be translated into product/service requirements and satisfied through a

range of solutions capable of making new technologies communicate with the environments in which they are implemented.

3. **BUSINESS FLOWS.** Ongoing research into the efficiency and effectiveness of business processes and flows translates into a continuous commitment to improve environmental, energy, and Occupational Health and Safety performance through:
 - careful attention to "non-value-generating costs";
 - rational and efficient use of resources, also with a view of energy saving;
 - pollution prevention and mitigation of impacts;
 - the development of safe and healthy processes and working environments, in compliance with current legislation, prevention of accidents and occupational diseases and efficient use of energy resources;
 - the purchase of sustainable and energy-efficient products and services;
 - updating operational practices in light of technology advancements.
4. **REGULATIONS.** GEWISS acts in strict compliance with legislative requirements and company regulations/procedures and adopts, when possible, even more restrictive parameters to protect the environment, energy use and the workplace.
5. **STAFF.** The company operates with respect of human capital and the natural and social environment, by directing their efforts towards the growth of professional skills of human resources and encouraging active participation in respect of human rights. The commitment of each employee to adopt a responsible attitude towards the aspects of Quality, Health and Safety at Work, the Environment and the use of Energy, is constant and aimed at the identification of anomalous situations, in scrupulous compliance with company procedures, and active participation in the proposed training courses.

Each employee is active part in the adoption of responsible, ethical and sustainable behavior identifying the needs and expectations of their "Customer", in meeting them by providing the best service, through a positive, proactive and responsible attitude in carrying out activities.

Furthermore, Gewiss undertakes to periodically update and verify its Policy, to implement and maintain its "Company" System by making available the necessary resources and defining objectives, measurable improvement targets on which to compare and evaluate the validity and effectiveness of the System itself.

Gewiss CEO

Paolo Cervini

GEWISS