



# DIVERSITY & INCLUSION POLICY

**GEWISS**

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GEWISS gives vital importance to **human capital**. People are the engine for the success of the organization and for the creation of value for the company and its stakeholders. For this reason, it is committed to ensuring its management based on the principles of **correctness, integrity** and **respect**, capable of enhancing and protecting its people, demanding respect for these essential values, both in internal and with third parties relations.

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

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

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

This policy applies to **all the Companies** within the GEWISS Group and is promoted at **all levels** amongst employees and business partners in all the **countries** in which it operates.

The document is approved by the GEWISS CEO who, through the **Sustainability Steering Committee**, will periodically review it to assess its suitability and to define potential improvements.



## OUR COMMITMENT TO DIVERSITY AND INCLUSION

We believe that diversity and plurality contribute to an open, stimulating and innovative working environment.

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## OUR POLICY

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

GEWISS adopts ways of managing people based on principles of **equity**, ensuring **equal opportunities** throughout all stages of working life and in employee initiatives.

GEWISS is committed to ensuring and requires **compliance with these principles** by all recipients, at all stages of the employment relationship, from the selection phase to the conclusion of the relationship.





## GENDER

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



## GENERATIONS

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



## ABILITY

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



## INTERCULTURALITY

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



## THOUGHT

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

**GEWISS**

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