

An aerial photograph of a dense, vibrant green forest. A winding river flows through the center of the forest, creating a natural path. The trees are thick and lush, with varying shades of green. Wisps of white mist or low clouds are scattered throughout the forest, particularly near the river and in the upper and lower portions of the frame, adding a sense of depth and atmosphere.

# **SUSTAINABILITY PROFILE**

**GEWISS**

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## OUR COMMITMENT TO COMBINING BUSINESS NEEDS AND SUSTAINABILITY

GEWISS has a long history of entrepreneurship based on brilliant product ideas and the ability to interpret the times we live in and foresee the future to improve quality of life. **Innovation is the source of all our value**; it is the impulse that has brought us to where we are today and is embedded in our daily life, our way of working, the services we offer and our relationships with all our stakeholders.

Now, as in the past, we at GEWISS focus on innovation and development, seen as our core management values, through the involvement of all our personnel, who are the company's true assets. Our fundamental values of **integrity, excellence and sustainability** strengthen the unity and cohesion of the entire Group and support our strategy of lasting, profitable and sustainable growth.

We have decided to express these values in the Group's first Sustainability Profile, a sign of transparency and commitment in line with the UN Sustainable Development Goals, to provide a reference point in our relations with **customers, business partners, suppliers, internal and external collaborators, institutions and communities**, in all the **countries** in which we operate.

The document is a summary of the specific course of action we have undertaken to respond to contemporary social, economic and environmental changes, combined with the process of **managerialization, internationalization and digitalization** 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 contents express our commitment towards sustainable development, with the aim of making our company and all our stakeholders more aware, sustainable and resilient.

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

The document is a summary of the specific course of action we have undertaken to respond to contemporary social, economic and environmental changes, combined with the process of **managerialization, internationalization and digitalization** 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.



# 2

## METHODOLOGICAL NOTE

To enhance its efforts towards a structured business model, which integrates economic, social and environmental responsibility within all the Group's activities, GEWISS has drawn up its own **Sustainability Profile**, inspired by the most widely recognised reporting principles – “GRI Sustainability Reporting Standard (GRI) defined in 2016 - referenced claim.”

The document contains **some of the most significant results from the analyses conducted during 2021**, which are the basis for the forthcoming **Sustainability Report**, which GEWISS intends to draw up with reference to the GRI Standards.

This document was drafted with the technical and methodological support of PwC.

# 3

## GEWISS IN NUMBERS



### 6 production plants

(3 in Italy, 1 in Germany, 1 in Portugal and 1 in France)



### 16 commercial/service companies

(Italy, Albania, Belgium, Chile, China, Egypt, France, Germany, Hungary, Poland, Romania, Spain, Switzerland, Turkey, United Arab Emirates and the United Kingdom.)



### More than 1600<sup>1</sup> employees



### 100 countries worldwide

We are present, with headquarters, branches, agencies or production sites,



### Euro 413 million

Turnover 2021

<sup>1</sup> Updated to 2022



## 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.



Founded in 1970 with the revolutionary intuition of using technopolymers in electrical installations, GEWISS is now the most important Italian corporation in the **electrical engineering** sector. GEWISS S.p.A (in Cenate Sotto, Bergamo) is the head of the GEWISS Group, which is composed of commercial and industrial companies that enable it to cover most major international markets. The Group's production sites abroad are located in Germany, France and Portugal.

GEWISS pays the utmost attention to the needs and expectations of its customers, to define an offer of solutions that enable new technologies to dialogue with the environments in which they are implemented.

In particular, the Group offers solutions for:



The connection and distribution system: **the core GEWISS offer**. Specialised, state-of-the-art ranges including distribution boards, junction boxes and various industrial connection solutions, designed to meet every possible requirement (even the most complex). A complete and advanced system of socket-outlets, plugs and interlocked sockets compliant with international standard **IEC 60309**, a system of wired and unwired distribution boards compliant with standard **EN 61439**, and a control and automation system, from surface and flush-mounted enclosures to conduits, trunking, and installation supports.



Maximum synergy and integration between modular and boxed devices, distribution panels and cabinets to freely create a **technologically advanced protection system** able to meet any need in any field of application, and guarantee **quality**, safety and **functionality**.



The smart living concept envisages a new lifestyle that is smart and dynamic in every aspect of daily life and is particularly attentive to details. GEWISS has translated the concept into a complete offering for **home and building management**, which blends seamlessly into the large **Internet of Things** ecosystem.

Solutions that are advanced yet accessible to all because they are simple and intuitive. Comfort, energy saving, safety, supervision and design. These are the key words to describe the entire GEWISS **Home&Building Automation** system, which can furnish any residential or service environment with style and elegance.



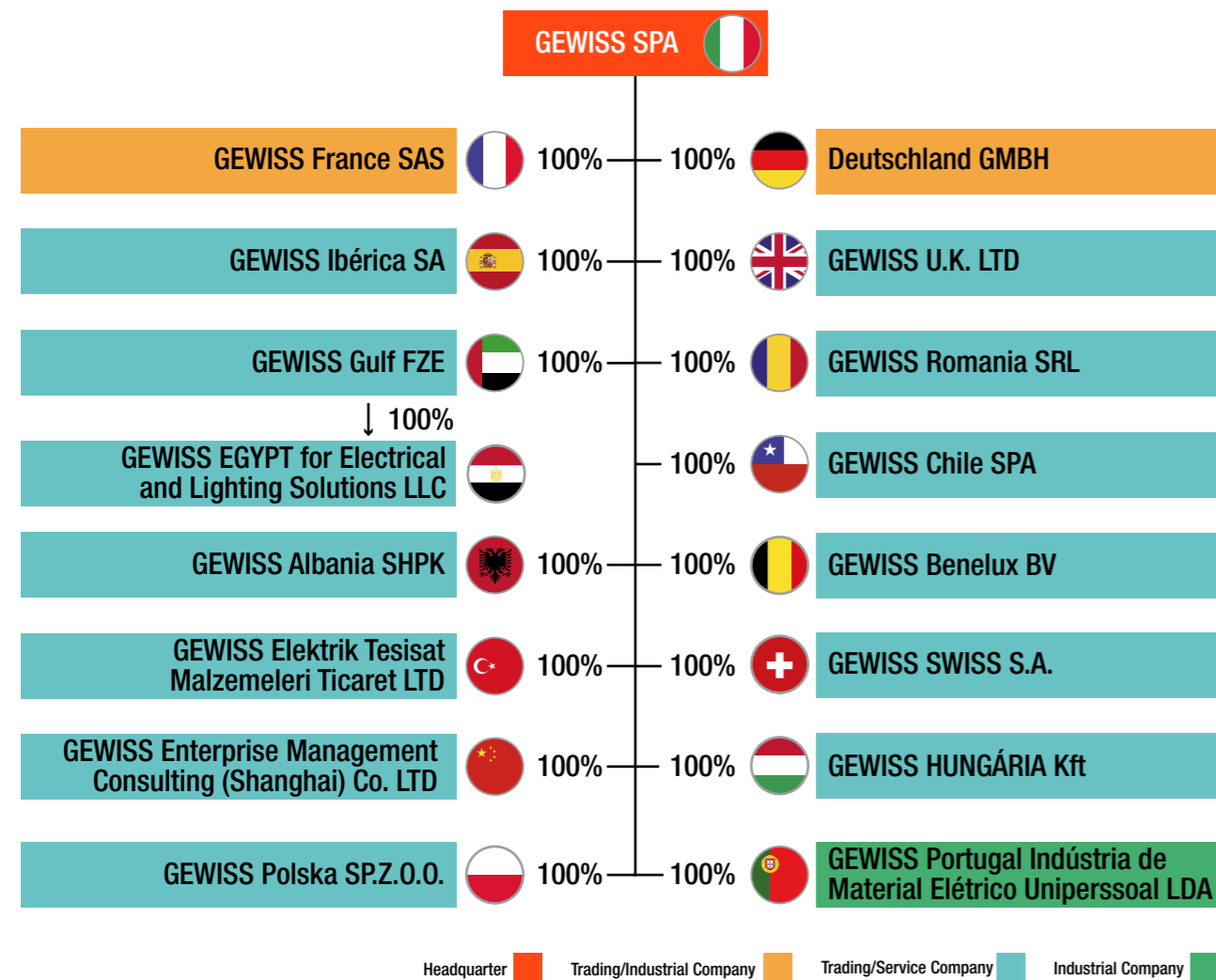
We switch on the quality of light, creating smart lighting systems designed for any type of space or environment. All our experience in the lighting industry, **the most advanced LED and IoT technologies** and the best intuitions of Italian design are incorporated in the GEWISS Smart Lighting solutions. It is a perfect mix of **quality**, modularity, connectivity, efficiency and **energy savings**.



**JOINON** is our solution for charging all electric vehicles, **which combines the technological infrastructure of the product and its complete management**, including technical support and maintenance. From charging stations to apps for smartphones and tablets, and intelligent charging unit management: a comprehensive system that makes environmental sustainability a competitive success factor.

# GROUP GOVERNANCE

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.



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.

To this end, the Group operates in full compliance with the laws and regulations of the individual countries in which it does business, adopting appropriate rules of conduct and monitoring to **prevent and counteract corruption and illegal practices.**

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

## MANAGEMENT SYSTEMS AND CERTIFICATIONS

The **management systems** implemented have obtained the following certifications:

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

Within the **Sustainability Roadmap**, there are various projects to extend the main ISO certifications to other sites belonging to the group.

# GROUP STAKEHOLDERS

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 stakeholder 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 stakeholder categories:

- Employees
- Direct suppliers
- Business partners
- Distributors
- Installers
- Clients/consumers
- Shareholders and investors
- Regulators
- Financial partners
- Indirect suppliers
- Local communities, educational institutions and sports associations
- Media

# MATERIALITY ASSESSMENT

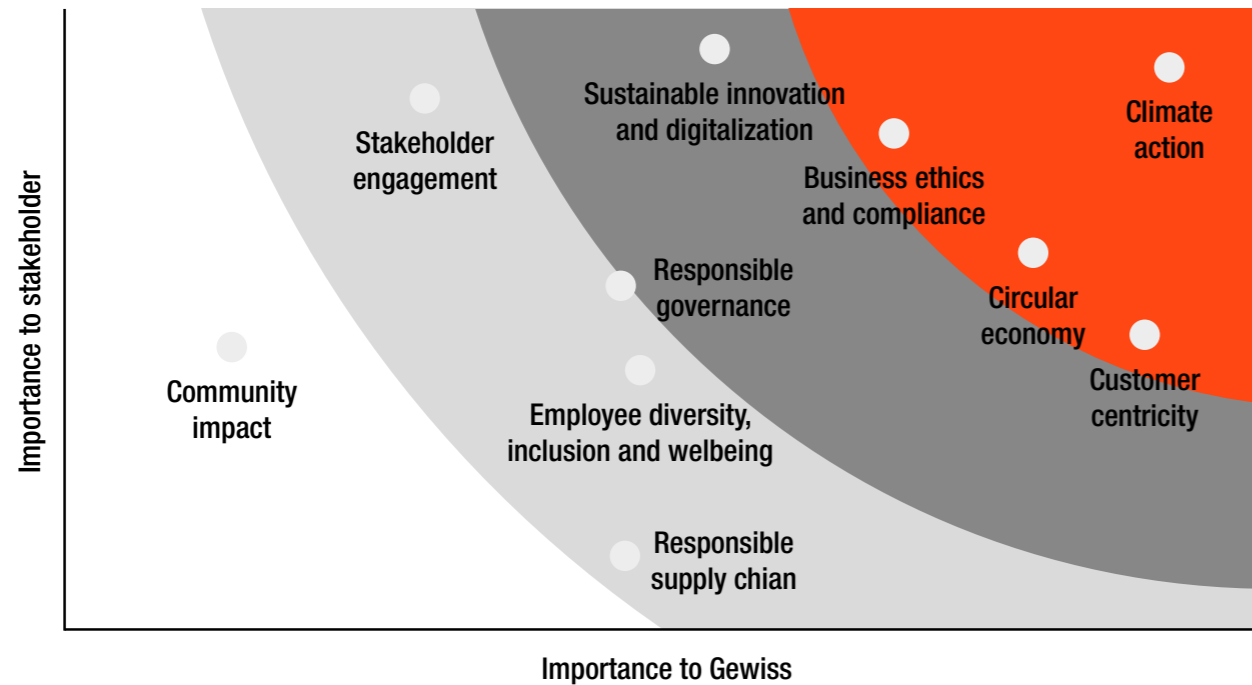
As part of its sustainability development plan, GEWISS has initiated a **process to identify the topics considered most relevant** for the Group and its stakeholders through the following activities:

- 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 topics have been validated by GEWISS management;
- Analysis of the GEWISS value chain aimed at **mapping** the Group’s **main stakeholders**;
- Evaluation 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 aggregated results led to the definition of the GEWISS Group’s **Materiality Matrix 2021** given below, which identifies 10 priority topics:

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



## SUSTAINABLE DEVELOPMENT GOALS (SDGS)

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 goals 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 initiatives within the Group’s Sustainability Roadmap**, according to the correlations shown in the table below.

All the activities included in the Sustainability Roadmap contribute more or less directly to the SDGs. However, the table focuses on the **SDGs to which GEWISS makes the greatest contribution**, related to the material topics most relevant to the Group.

Further insights and developments regarding the SDGs and the indicators reported in this document will be provided during the preparation and drafting of the first **Sustainability Report**.

MAJOR FOCUS SUSTAINABLE DEVELOPMENT GOALS

MATERIAL TOPICS

PROGRAMS

GRI INDICATORS



- Employee diversity, inclusion & wellbeing
- Business ethics and compliance

- Ensure people satisfaction and occupational safety
- Ensure compliance and ethics
- Ensure customer satisfaction
- Improve internal processes efficiency
- Develop innovative and sustainable products

- GRI 102-18: Governance structure
- GRI 102-8: Information on employees and other workers
- GRI 403-9: Work-related injuries
- GRI 404-1: Average hours of training per year per employee



- Circular economy
- Sustainable innovation & digitalization

- Develop innovative and sustainable products
- Manage and reduce waste
- Improve internal energy efficiency
- Business ethics and compliance
- Ensure customer satisfaction
- Develop a sustainable supply chain

- GRI 306-3 (2020): Waste generated



- Community impact
- Business ethics and compliance
- Sustainable innovation & digitalization

- Ensure people satisfaction and occupational safety
- Work for climate protection
- Empower local communities
- Develop innovative and sustainable products
- Business ethics and compliance
- Ensure customer satisfaction
- Improve internal energy efficiency
- Manage and reduce waste
- Develop a sustainable supply chain

- GRI 102-18: Governance structure
- GRI 201-1: Direct economic value generated and distributed



- Climate action
- Circular economy
- Customer centricity
- Business ethics and compliance
- Responsible supply chain
- Sustainable innovation & digitalization

- Develop innovative and sustainable products
- Develop a sustainable supply chain
- Manage and reduce waste
- Improve internal energy efficiency
- Ensure compliance and ethics
- Ensure customer satisfaction
- Work for climate protection
- Improve internal energy efficiency
- Ensure people satisfaction and occupational safety

- GRI 102-18: Governance structure
- GRI 204-1: Proportion of spending on local suppliers
- GRI 302-1: Energy consumption within the organisation
- GRI 305-1: Direct (Scope 1) GHG emissions
- GRI 305-2: Energy Indirect (Scope 2) GHG emissions
- GRI 306-3 (2020): Waste generated
- GRI 416-1: Assessment of the health and safety impacts of product and service categories



- Climate action

- Ensure compliance and ethics
- Work for climate protection
- Improve internal energy efficiency

- GRI 302-1: Energy consumption within the organisation
- GRI 305-1: Direct (Scope 1) GHG emissions
- GRI 305-2: Energy Indirect (Scope 2) GHG emissions



- Employee diversity, inclusion & wellbeing
- Customer centricity
- Responsible governance
- Business ethics and compliance
- Stakeholder engagement

- Ensure people satisfaction and occupational safety
- Ensure compliance and ethics
- Ensure customer satisfaction
- Develop innovative and sustainable products
- Develop a sustainable supply chain
- Improve internal processes efficiency
- Work for climate protection
- Empower local communities

- GRI 102-18: Governance structure
- GRI 102-8: Information on employees and other workers
- GRI 403-9: Work-related injuries
- GRI 404-1: Average hours of training per year per employee
- GRI 416-1: Assessment of the health and safety impacts of product and service categories

The following paragraphs examine the **material topics for GEWISS** in detail, highlighting how the various programs included in the Sustainability Roadmap support them and contribute to the achievement of the identified Sustainable Development Goals.

These paragraphs also include a report on **sustainability performance**, together with some **key GRI indicators**, and list some activities monitored in 2021. It should be noted that for each material topic, both the main SDGs relevant to the GEWISS programs and additional SDGs relevant to the management of the topics are indicated.

No specific paragraphs were prepared for material topics such as **Business ethics and compliance, Stakeholder engagement and Responsible governance** as these issues were already covered and reported on in the introductory chapters.

## EMPLOYEE DIVERSITY, INCLUSION & WELLBEING

Programmes:

- Ensure people satisfaction and occupational safety
- Ensure compliance and ethics
- Ensure customer satisfaction



The company 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.

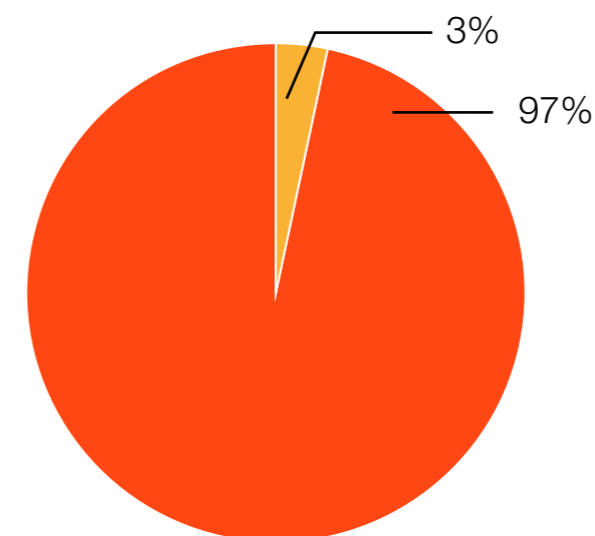
GEWISS sees people as its most precious asset and is committed to ensuring the highest levels of employee satisfaction, to developing a sense of belonging to the company and to the **continuous improvement of its performance** through the control and monitoring of risks and the development of safe and healthy processes and working environments, in full compliance with current regulations.

**As of 31.12.2021**, GEWISS had a total of **1,575 employees**, 67% male and 33% female, with 97% of employees hired on the basis of permanent contracts.

[GRI 102-8: Information on employees and other workers]

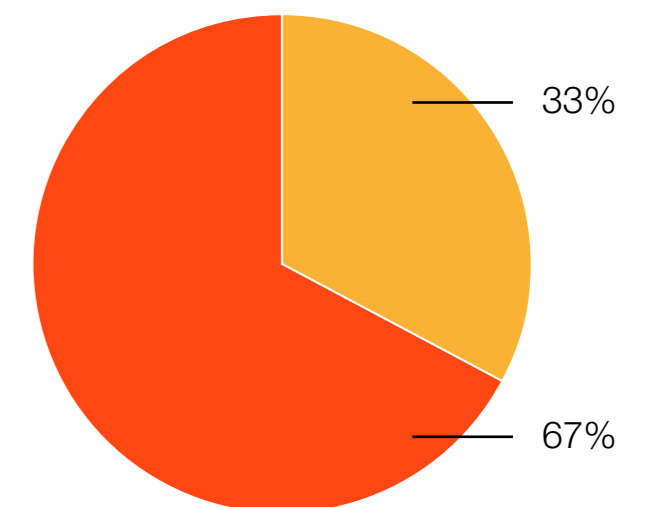
no. of employees per employment contract	Men	Women	Total
Permanent	1,031	494	1,525
Temporary	20	30	50
<b>Total</b>	<b>1,051</b>	<b>524</b>	<b>1,575</b>

Employees by employment contract:



■ Permanent  
■ Temporary

Employees by gender:



■ Men  
■ Women

no. of employees by employment category	Men	Women	Total
Executives	35	6	41
Middle managers	169	31	200
Office staff	581	213	794
Blue-collar staff	266	274	540
<b>Total</b>	<b>1,051</b>	<b>524</b>	<b>1,575</b>

no. of employees by type of employment	Men	Women	Total
Full time	1,035	439	1,474
Part time	16	85	101
<b>Total</b>	<b>1,051</b>	<b>524</b>	<b>1,575</b>

## HEALTH AND SAFETY

Management of occupational health and safety aspects has always been a fundamental requirement for GEWISS, which is committed to guaranteeing and promoting **safe operations** and behaviours for employees and collaborators.

In detail, the management of occupational health and safety aspects includes:

- in-depth analysis of occupational health and safety legislation and the highest levels of enforcement;
- analysis of accidents and near misses and statistical processing of the data;
- verification of occupational health and safety training requirements and implementation;
- periodic inspections of workplaces to monitor activities and the involvement of corporate functions in the implementation of prevention measures;
- collection and analysis of data from chemical/physical investigations carried out in the workplace (noise, airborne pollutants, hazardous substances, radiation, etc.);
- risk assessment for occupational health and safety;
- management of emergencies and inspection of first-aid stations.

[GRI 403-9: Work-related injuries\*]

	2021	
	No.	Rate
The number and rate of fatalities as a result of work-related injury	0	0
The number and rate of high-consequence work-related injuries (excluding fatalities)	0	0
The number and rate of work-related injuries <sup>2</sup>	20 <sup>3</sup>	7.6 <sup>4</sup>
Number of hours worked	2,632,060 <sup>5</sup>	
Number of working days lost due to work-related injuries	407	

## HUMAN CAPITAL DEVELOPMENT

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 2021, a total of **11,270 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.

[GRI 404-1<sup>6</sup>: Average hours of training per year per employee]

Average no. of training hours 2021	Men	Women
Executives	4	14
Middle managers	5	9
Clerks	10	9
Blue-collar staff	6	2
<b>Total</b>	<b>8</b>	<b>5</b>

No. of training hours by topic 2021	Men	Women	Total
Health and safety <sup>7</sup>	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>

<sup>2</sup> Note that the accident figure covers the entire GEWISS Group, excluding the China commercial branch.

<sup>3</sup> It should be noted that 80% of the injuries were minor and resulted in a period of absence of less than 20 days.

<sup>4</sup> The frequency index is calculated considering: (Total no. of accidents / no. of hours worked) \* 1,000,000.

<sup>5</sup> Not having an exact figure available for the hours worked in some foreign locations, an estimate has been made.

<sup>6</sup> It should be noted that the data examined relates only to the GEWISS S.p.A employees in Italy. In addition, the coverage of GRI 404-1 is still partial at present, the figure for average annual training hours is being calculated for the Group's next Sustainability Report.

<sup>7</sup> It should be noted that the Health and Safety training hours also include those for temporary workers.

Monitored activities

- 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.
- The **GEWISS Health Challenge** was launched in 2021 (replicated in 2022 for all Group locations) to promote a healthy lifestyle and sports activities, as a challenge to GEWISS S.p.A Group employees aimed at rewarding those who engage in regular physical activity, by monitoring their steps through the use of a dedicated app. More than 320 GEWISS employees took part in the challenge, covering a total of 39,000 km.
- To promote a **better work-life balance**, the **part-time campaign** was also conducted for 2021, at the end of which 78 employees (92% women), out of a total of 84 applicants, were granted requests to convert their employment contracts into part-time contracts for one year.
- In 2021, the first **Great Place to Work** survey was carried out in the Italian sites and is being extended to all GEWISS sites worldwide, with the aim of analysing the company climate and the level of employee satisfaction regarding the working environment, to identify priority areas for improvement.
- The **GEWISS Academy** working group was established in 2018, assuming the role formerly held by GEWISS Professional, composed of people who make training their specific mission. It is a centre of professional expertise that over the years has become a meeting point between GEWISS, school students and local communities. In 2021, more than **182** training days were organised for students and GEWISS employees, with over 1,200 participants in total.
- In 2021, training **courses** were provided for all GEWISS personnel on the topic of **sustainability**, totalling more than 1,100 hours of participation.
- The monitoring of **near misses** was extended in 2021 to all Group production sites, using the same tool for the analysis and monitoring of health and safety events to ensure a uniform approach in the analysis. In addition, the use of a dedicated hazard warning app (**Hazards APP**) was implemented at GEWISS S.p.A.

## RESPONSIBLE SUPPLY CHAIN

Programmes:

- Develop innovative and sustainable products
- Develop a sustainable supply chain
- Improve internal processes efficiency



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.

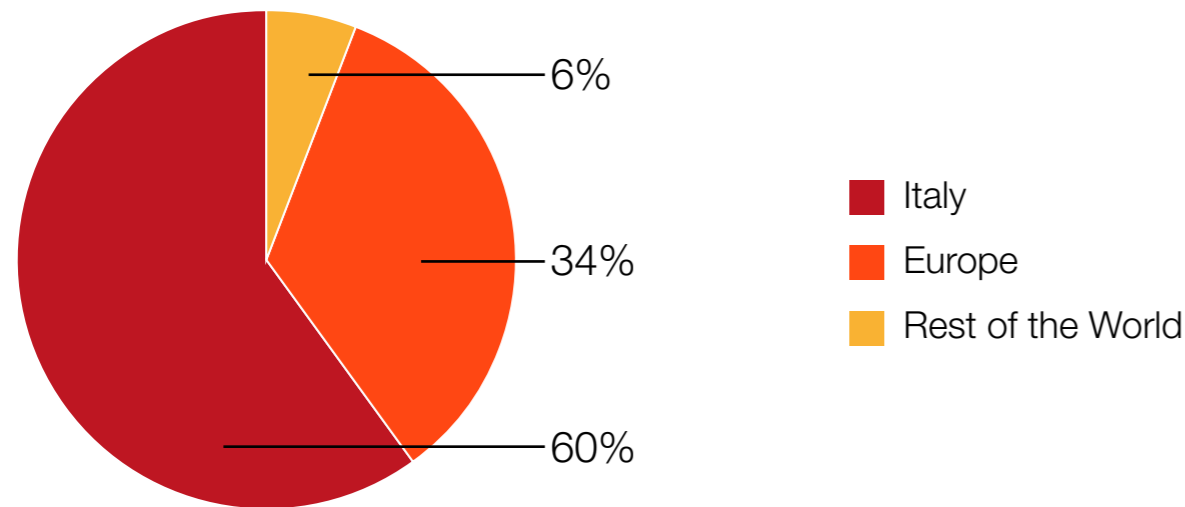
GEWISS involves the entire supply chain to **verify its compliance with the established requirements** and any presence of hazardous substances in products and raw materials.

In addition, regular **production process inspections and audits** are carried out on suppliers’ premises to ensure that the highest quality standards are always guaranteed.

GEWISS, in particular:

- requires its suppliers to adopt behaviours and practices in line with the principles defined in the Code of Ethics, the Organisation and Management Models, and the Anti-Corruption Policy;
- encourages the definition and implementation of organisational, environmental, safety and ethical criteria in the supply chain qualification and assessment process.

The supply chain for 2021 is predominantly in Italy, with **60% of suppliers based within the country**, while the remainder are distributed **throughout Europe – 34%, and the rest of the world – 6%**.



Suppliers	%
Italy	60%
France	13%
Germany	9%
Portugal	5%
Rest of Europe	7%
China	3%
Taiwan	1%
Korea	0%
Rest of the World	2%
Total	100%

[GRI 204-1: Proportion of spending on local suppliers]

Expenditure (local currency) <sup>8</sup>	%
Italy	66%
France	59%
Germany	32%
Portugal	91%

<sup>8</sup>The definition of local is based on the supplier's company name

### Monitored activities

- In 2021, the first **Environmental, Social and Governance (ESG) survey** was conducted for the Group's **suppliers** to understand their approach to supply chain sustainability. The questionnaire was included in the qualification form for new suppliers.
- The Group's first edition of the **Code of Conduct for Suppliers** was drawn up in 2021 and is currently being distributed.
- In 2021, the **Production Part Approval Process (PPAP)** tool was introduced to further ensure that all design and product requirements are met and that the supplier's production process is able to maintain these requirements in mass production.

## CLIMATE ACTION

### Programmes:

- Work for climate protection
- Improve internal energy efficiency
- Ensure compliance and ethics



GEWISS has always regarded **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 deplete 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, prevention of pollution and 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:

- careful attention to non-value-generating costs;
- a rational and efficient use of natural resources in terms of energy efficiency;
- prevention of pollution and mitigation of its impact;
- acquisition of energy-efficient products and services;
- updating of operational practices in the light of technology advancements;
- the adoption of Environment and Energy Management Systems certified in accordance with international standards.

The main GRI indicators in support of this are given below. The reported data, based on invoices, are for the sites with the greatest energy consumption, therefore, commercial office sites were excluded as they have a low impact, the buildings are leased and energy control and monitoring are often managed by the lessee.

Further extensions of the scope considered are planned during the preparation of the first Sustainability Report.

The energy consumption figures for 2021 are shown in the table below and expressed in Gigajoules (GJ). 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.

[GRI 302-1: Energy consumption within the organisation]

Energy consumption <sup>9</sup>	GJ
<b>Direct energy consumption - energy used for heating and industrial processes</b>	
Natural gas	60,241.8
Diesel	33.0
Propane gas	11,475.4
<i>of which from certified renewable energy sources</i>	0
<b>Direct energy consumption - automotive</b>	
Diesel	19,149.1
Petrol	1,022.7
LPG	0
Natural gas	0
<i>of which from certified renewable energy sources</i>	0
<b>Self-generated electricity from renewable sources - e.g. from photovoltaic installations</b>	
Total self-generated electricity	0
<i>of which consumed</i>	0
<i>of which sold to the grid</i>	0
<b>Self-generated thermal energy from renewable sources - e.g. solar thermal panels</b>	33.3
<b>Indirect energy consumption</b>	
Purchased electricity	107,440.3
<i>of which from certified renewable energy sources</i>	1,000.7
<b>Energy consumption total</b>	<b>199,395.6</b>

[GRI 305-1 Direct (Scope 1) GHG emissions]

Direct emissions (Scope 1) <sup>10</sup>	tCO2eq
Natural gas	3,383.5
Diesel for power generators	2.3
LPG	0
Diesel	1,338.6
Petrol	68.8
Propane Gas	741.3
Electricity from non-renewable sources	0
<b>Total direct emissions</b>	<b>5,534.6</b>

[GRI 305-2 Energy indirect (Scope 2) GHG emissions]

Indirect emissions (Scope 2) - location based	tCO2eq
Electricity purchased from the grid for consumption	9,160.0
Heat (heating) purchased for consumption	0
Cooling purchased for consumption	0
Steam purchased for consumption	0
Other (please specify)	0
<b>Total indirect emissions <sup>11</sup></b>	<b>9,160.0</b>
<b>Total emissions</b>	<b>14,694.6</b>

Monitored activities

- In 2020, GEWISS S.p.A obtained **ISO 50001** certification for its production sites, and this was positively reconfirmed in 2021 and 2022.
- Since August 2021, our electricity supply at the Penafiel plant in **Portugal** is completely from **renewable sources** and is equivalent to 0.7% of the Group's total electricity consumption.
- In 2021, we started evaluations and feasibility studies for the installation of **photovoltaic systems** at our production sites in Italy and abroad.
- In 2021, **170 declarations** of compliance with environmental product regulations were prepared, involving 1,434 GEWISS product codes.
- In 2021, GEWISS products containing hazardous substances were registered in the ECHA database, in accordance with the requirements of the REACH regulation.
- In 2021, preparations were made for the reforestation of an area in the municipality of **Nova Milanese** (MB), which was then implemented in April 2022 with the planting of **250** trees and shrubs. In addition, thanks to the **GEWISS Health Challenge** undertaken by the employees, together with the Eden Reforestation Programme, an additional **320** trees will also be planted in **Kenya**. A concrete commitment to a sustainable future.
- In 2021, the **energy efficiency programme** continued with the installation of a new high-efficiency refrigerator with heat recovery in Castel San Giovanni, the installation of lighting fixtures with LEDs in Castel San Giovanni, and the replacement of part of the GEWISS S.p.A. vehicle fleet with low-emission vehicles.

<sup>9</sup>The data reported refer to the scope of the Group's production sites and main commercial subsidiaries  
<sup>10</sup> The DEFRA emission factors, updated to 2021, 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.  
<sup>11</sup> The CO<sub>2</sub> share of electricity purchased from renewable energy sources is included in the total indirect emissions as location-based criteria are used for the calculation, which take geographical location into account rather than electricity purchase policies.

# CIRCULAR ECONOMY

Programs:

- Manage and reduce waste
- Develop innovative and sustainable products



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**. For several years, GEWISS has been a member of waste-recovery consortia dedicated to the management of waste from packaging materials, as well as end-of-life electrical and electronic equipment and batteries and accumulators.

[GRI 306-3 (2020): Waste Generated]

Waste Generated <sup>12</sup>	2021
Non-hazardous (tons)	2,158
Hazardous (tons)	104
<b>Total (tons)</b>	<b>2,262</b>

<sup>12</sup> The data refer solely to the manufacturing plants of the GEWISS Group. The other sites are commercial branches, therefore not significant for this scope and not included within it.



The above table shows 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.

GEWISS S.p.A. also merits a special mention: in its non-hazardous waste management for 2021, it achieved the recovery of 75% of the total, in line with its principles and actions aimed at minimising the environmental impact of its activities.

Monitored activities

- In 2021, the **segregation** of all the waste produced in the break areas of the Cenate Sotto headquarters was upgraded. In particular, plastic cups were replaced with paper cups, water dispensers were installed – which contributed to a drastic decrease in the use of plastic water bottles – and recycling bins were provided.
- As of 2021, GEWISS S.p.A will only purchase **office paper** with the **FSC** (Forest Stewardship Council) certification mark. The label guarantees that the entire wood-paper supply chain certified to its standards is derived from environmentally friendly, socially useful and economically sustainable forest management.

## CUSTOMER CENTRICITY

Programmes:

- Ensure customer satisfaction
- Ensure compliance and ethics
- Develop innovative and sustainable products



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, so that more efficient, sustainable and innovative **electrical system solutions are adopted**.

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) – Italy’s most important certification body – and by all major international certification bodies and institutes, which have granted the Group’s laboratories (**Customer Testing Facilities (CTF) 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 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. **Advertising campaigns and articles** describing products, solutions and services have been prepared for the industry press, home furnishing publications and leading women’s and information magazines, as well

as **technical support documentation** on the installation and use of products and solutions.

In addition to the creation of new articles, videos, films and digital materials for the different areas of the GEWISS.com website, GEWISS is constantly working 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 with all stakeholders.

Monitored activities

- In 2020, a new **survey** was launched to understand **customer satisfaction** with the GEWISS experience. The questionnaire was initially just for Italy and in 2021 was conducted in two European countries: France and Spain. The survey is currently being extended to other countries worldwide.
- In 2021, the **new sales organisation** was launched to be closer to the needs of the market.
- 2021 saw the start of the project to create the new **GEWISS website**, with the aim of offering a new user browsing experience customised for different stakeholders and markets.

## SUSTAINABLE INNOVATION & DIGITALIZATION

Programmes:

- Develop innovative and sustainable products
- Manage and reduce waste
- Improve internal processes efficiency
- Develop a sustainable supply chain
- Ensure compliance and ethics
- Ensure customer satisfaction



At GEWISS, sustainability is closely linked **to innovation and digitalisation** of its internal business processes. Innovation is viewed not as an end, but as a means by which stakeholders' needs can be satisfied.

The goal is to generate 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 GEWISS product proposal can let new technologies **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, while also addressing other important aspects such as the development of individuals, the community and the local area.

Every GEWISS product is part of a **flexible and scalable offering**, with connected devices that communicate with each other to create custom solutions for all needs. Connectivity and smart solutions are designed for an open, sustainable and shared lifestyle, built on new platforms and skills.

Monitored activities

- In early 2021, GEWISS launched its strategic project for the **Digital Transformation** of the company with the aim of innovating its business models through a profound revision of key operational processes and how it

works and thinks. The project has become a multi-year roadmap of around thirty intervention programmes that started in 2022, covering all areas of the business. The critical success factors for launching a digital, cultural and business transformation are, first and foremost, the people at GEWISS and the most innovative digital technologies. The DT roadmap is strongly integrated with the company’s other key strategies, summarised in the acronym **MInDS** (Manageriality, Internationalisation, Digitalisation and Sustainability).

- **Sustainability guidelines** for solutions, services and processes were prepared and formalised internally in 2021, identifying sustainable actions to develop business while caring for the environment, personal development, the community, the local area and all stakeholders in general.

## COMMUNITY IMPACT

Programs:

- Empower local communities
- Ensure compliance and ethics
- Work for climate protection
- Ensure people satisfaction and occupational safety
- Develop innovative and sustainable products



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 realities 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**, and to play an active role in society, taking into account requests from the local area, promoting those that are in line with its values, and fostering community growth and development. GEWISS also seeks to promote aspects such as awareness of energy issues and responsible use of resources; training and partnerships as a lever for innovation; development and care of cultural and environmental heritage; inclusion through sport and raising awareness on health issues.

### 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 2021 amounted to 368,585 thousands of Euro, while the distributed economic value was 337,387 thousands of euro.

[GRI 201-1 - Direct economic value generated and distributed]

Subject area	2021 “thousands of Euro”
Direct economic value generated <sup>13</sup>	368,585
Economic value distributed <sup>14</sup>	337,387
Economic value retained	31,198

For further information on economic and financial performance, please refer to the GEWISS Group Annual Financial Report 2021.

<sup>13</sup> The item includes sales revenue (turnover net of discounts and sales rebates).

<sup>14</sup> The item includes:  
 Operating costs (economic value for suppliers)  
 Salaries and employee benefits  
 Payments to capital providers  
 Payments to Public Administration  
 Investments in the community

## Monitored activities

- GEWISS invests in a sustainable future by working with schools and the younger generation to promote a culture of quality in electrical engineering and good electrical design practices. Each year GEWISS organises the **Schools Competition**, for Italian technical schools to compete in the creation of electrical and lighting projects. The theme for 2021 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 linking consumption, the economy and the impact on the environment. More than **1,266 students** from 82 different Italian technical institutes took part in the competition and **5 projects were awarded prizes**.
- **Digital Sport Innovation** is the GEWISS project for the renewal of the entire sports world, starting with the facilities dedicated to it. An initiative as ambitious as it is necessary, which was created to ensure comfort and safety for athletes of all sports and ages, thanks to **efficient electrical systems, sustainable lighting and a long list of other services**. The project has an impact on the growth of Italian sports associations, but it **is mainly on the social level that its effectiveness can be measured**. Ensuring better facilities where to practice sports, in fact, means creating the optimal conditions that foster socialization among millions of athletes who daily meet, grow, and compare themselves to overcome their limits, to individually overcome the most demanding challenges, and to share successes as well as defeats. **Digital Sport Innovation is a sustainable project** both for the managers of the facilities it renovates, thanks to the efficiency of LED devices that save energy and provide a quick return on investment, and for the athletes, because it gives them the best conditions to perform at their best in safety. More efficient lighting improves visibility resulting in greater safety and improved athlete performance.

# 7

## CONCLUSIONS AND FUTURE DEVELOPMENT: ROAD TO THE SUSTAINABILITY REPORT

**GEWISS firmly believes that sustainability is a key requirement for its corporate development**, for continuous improvement of its performance, for strengthening its economic performance and for achievement of its environmental and social objectives.

These objectives are to be monitored through the **Sustainability Roadmap**, which sets out initiatives and projects covering all material ESG issues – Environmental, Social and Governance – for the group.

As an important first step along this path, GEWISS has decided to publish the **Sustainability Profile 2021** as a sign of its concrete commitment to integrating sustainability into the business.

This document is an initial tool for communication, dialogue and transparency towards all the group's stakeholders and also lays the foundations for the future publication of the first **Sustainability Report**, a fundamental tool for identifying guidelines for the future and for continuing the journey towards sustainable development.

**GEWISS**

**GEWISS S.p.A.**

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