



CORPORATE
**CITIZENSHIP
POLICY**

GEWISS

PERFORMANCE
in LIGHTING

powered by
GEWISS

1

GEWISS COMMITMENT

The history of our business is based on **Integrity, Excellence** and **Sustainability**.

These values represent the fundamental prerequisites for striving towards continuous improvement, which we understand as economic performance, reputation, the health and safety of our workers and attaining all of our **environmental** and **social** targets.

As an industrial player, we're aware of the important role we play for the economic growth and **for people well being** and the communities we cooperate with. This is why our sustainability strategy has dedicated a core section to them, which is enhanced by the cooperation with local communities and **the proximity to the areas we operate in**. This is why we want to propose to the local communities **initiatives and projects** aimed at **satisfying their actual needs**.

Why do we do this?

WE WANT TO SHARE VALUE FOR OUR CLIENTS, PEOPLE, THE COMMUNITIES AND FUTURE GENERATIONS.

We have therefore decided to create our **Corporate Citizenship Policy**.

This document is intended to state what role we intend to play in the society in order to **promote the sustainable development of local communities** and to create long-term value that **makes a tangible improvement in quality of life**.

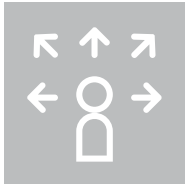
With this **Corporate Citizenship Policy**, we want to define in a more structured and clear way the scope and the type of **initiatives dedicated to the actual needs of the local communities** we want to support. We want also to be sure these kind of initiatives and projects are **tied to the business activity of GEWISS Group**.



2

STRATEGIC APPROACH TO SUSTAINABILITY

Our strategic approach to **identify the needs of the region and the community** in which we operate is based on these three assets:



To know and to be known in the regions and in the social context with which we interact



To improve existing relationships with target groups and create new relationships



Invest in the community in a coherent and business integrated way

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.

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.



The sustainability objectives contained in this Citizenship Policy are integrated into the company's **Strategic Development Plan**. They cover a period of time that coincides with the Industrial Plan, and are compliant with the **Sustainable Development Goals of the United Nations (SDGs)**.

3

PILLARS AND GUIDELINES

The ultimate goal of the projects linked to the Corporate Citizenship Policy is to **create shared value** and to contribute to the sustainable development of people, communities and territories in order to achieve the above Sustainable Development Goals (SDGs).

The initiatives focus in particular on the following areas:



Raising awareness in the energy sector and educating on responsible use of resources.

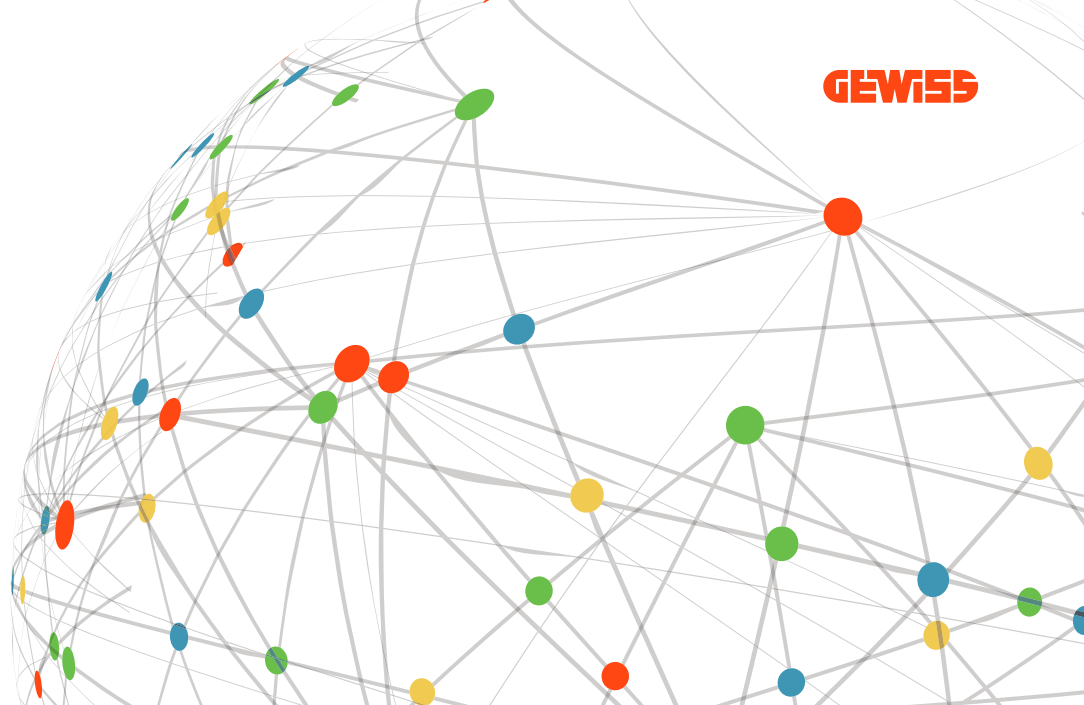
We strive to play an active role to **improve energy efficiency** and to promote responsible behaviors throughout the entire value chain and by end customers.



Training and partnerships as a catalyst for innovation.

We want to ensure **high-level, universal and digital** training. We are developing new partnerships to create **an innovation oriented culture**, that contributes to the birth of new, intelligent technology and which improves people's quality of life.

Corporate Citizenship initiatives are implemented in accordance with **the corporate principles and values** of Excellence, Integrity and Sustainability, and are based on formalised procedures. Initiatives, such as events, activities, partnerships, sponsorships, community projects and donations, are **decided on a discretionary basis**, taking into account the opportunities and objectives of the company.



Development and preservation of the cultural and environmental heritage.



Inclusion through sport and raising awareness of health issues.

We think global, but we act local. We want to enhance to the communities and territories in which we are located by protecting **the environmental, artistic and cultural heritage** to strengthen the link with local social realities.

We promote positive values associated with sport and **healthy lifestyles** to contribute to the **physical, mental and social health** of every all people we interact with.

Updates on activities, initiatives and events relating to our Citizenship projects are shared internally on our company Intranet and externally via our social media channels, print media, advertisements and on our website www.gewiss.com.

GEWISS

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