



Regulation of Call4Volunteering

Gewiss Group

Terms and conditions

1. Object and purpose

Volunteering associations play a key role in the social and community fabric. In the different areas where they operate, they intervene to level inequalities and bring comfort and concrete help to those who need it most.

Through the Call4Volunteering project, organized as part of the Sustainability Journey 2024, Gewiss intends to promote and support volunteering activities in the territories of each company of the Gewiss Group, to share with all employees the desire to be able to help others and feel useful for their community.

2. Terms and conditions of participation

In order to implement the Call4Volunteering project, Gewiss is asking support of all employees of the Group to propose the names of associations that carry out volunteering activities. At this association, Gewiss will be able to organize volunteering activities during 2025.

These proposals should be sent by filling in the form with the requested data, available at the following link: <https://forms.office.com/e/Kczp8ddkuh>

Each employee can take part in the project by reporting one volunteering association.

The above mentioned form can be filled in and sent from November 6th 2024 until December 11th 2024.

3. Requirements identified for the selection of the volunteering association

3.1 Qualitative requirements

The proposed association should be in line with one or more of the principles described:

- in the [Corporate Citizenship Policy](#):

- a) **Raising awareness of energy issues and educate on responsible use of resources.** The proposed association should promote greater awareness of the importance and impact of daily choices on resource consumption, resulting in a more sustainable and conscious use of energy;
- b) **Training and partnerships as a lever for innovation.** The proposed association should focus on continuing training and strategic collaboration as key tools to stimulate the growth of personal and/or professional skills in the community;
- c) **Development and preservation of the cultural and environmental heritage.** The proposed association must aim at the protection and enhancement of cultural and environmental heritage;
- d) **Inclusion through sport and raising awareness of health issues.** The proposed association promotes sport as a tool for social inclusion, capable of breaking down barriers and encouraging active participation of people from different backgrounds, encouraging healthy and conscious lifestyles.

- in the [Policy Diversity & Inclusion \(D&I\)](#):

- a) Promotion of the best conditions for each person to fully express their potential (**Gender** principle). The association must commit to creating an inclusive environment, ensuring equal opportunities for access, participation and growth and valuing gender differences as a resource for the community;
- b) Ensure dialogue and intergenerational dialogue (**Generations** principle). The association should promote initiatives that facilitate the exchange of ideas and expertise among generations;

- c) Promotion of recognition of equal opportunities (**Ability** principle). The association should promote initiatives where people, regardless of their physical or cognitive abilities, can actively participate, creating an inclusive environment without barriers;
- d) Promote the integration of different cultures and experiences (**Interculturality** and **Thought** principles). The association should promote intercultural dialogue and collaboration, aiming at initiatives which involves the participation of individuals from different cultural backgrounds, encouraging the comparison of thinking and openness to other points of view, experiences, orientations and personality traits.

3.2 Objective requirements

The choice of volunteering associations will also take into account the following criteria:

- a) **hospitality capacity**. The association should be able to provide the participation of at least 5 to 20 Gewiss employees, guaranteeing a quality participation;
- b) **flexibility** in planning activities. The association should allow the scheduling of voluntary activities by offering flexibility in dates and times to facilitate employees participation;
- c) **geographical proximity**. To make sure that the employees can participate without any logistical difficulties, the association must be at maximum 100 km away from the Gewiss site of reference;
- d) the **presence of employees** of the Group members of the association **as volunteers**.

4. Selection and communication methods

4.1 The Gewiss Group's Sustainability Team will verify the requirements mentioned in paragraph 3 above for the proposed associations.

4.2 The Sustainability Steering Committee of the Gewiss Group will be in charge of selecting and approving the proposed associations, working with the Chief Executive Officer of Gewiss S.p.A. The Sustainability Steering Committee plays a key role in corporate governance, monitoring and guiding sustainability activities, but also ensuring that they are aligned with the company's strategic objectives. The Committee ensures that the selected associations reflect the values and priorities of the Gewiss Group, effectively contributing to the achievement of Corporate Sustainability objectives.

4.3 The list of associations selected and approved by the Sustainability Steering Committee, for the Call4Volunteering project, will be communicated to employees.

5. Information and clarification

Any clarifications and information can be requested to the following e-mail address: sustainability@gewiss.com.