

GEFRAN GROUP

PEOPLE IN GEFRAN POLICY

Gefran sees people as essential for the very existence of the organisation, a fundamental and indispensable asset for the creation of value in the long term.

Gefran's payoff is *Beyond Technology*, and what lies beyond technology is people: the promise is to build the Gefran of tomorrow, generating value for all our stakeholders today and creating a professional world to which our employees are proud to belong.

Respect for people

Gefran promotes actions inspired by honesty, integrity and respect:

- It protects and promotes human rights, and is committed to upholding the rights recognised in the "Universal Declaration of Human Rights" in its business dealings in all countries where it operates, ensuring the absence of any form of child labour or forced labour in its organization.
- The company conducts its business in strict compliance with applicable national and international legislation.
- It undertakes to implement and maintain efficient organisational control systems aimed at preventing conduct in violation of national and international standards.
- It provides its employees with a healthy, safe and efficient working environment and is committed to implementing and maintaining efficient organisational control systems to prevent conduct in breach of the rules.
- It encourages behaviour guided by mutual respect, condemning all forms of harassment in workplace relationships.

Diversity and equal opportunities

Diversity is a value that generates dialogue, and a strategic resource for innovation and change; as such, it must be protected.

Gefran respects the dignity of each individual and of people's different lifestyles, responding to their specific needs, in the awareness that each person's uniqueness must be adequately nurtured and represents great potential for the company's growth, without any form of discrimination based on race, colour, gender, religion, nationality, political preferences, sexual orientation, social status, age or any other personal condition not relevant to the requirements of the job.

For the Group, mobility and international development represent important opportunities for professional and personal development, and so constant communication, comparison and sharing of experiences between the various countries in which Gefran operates are encouraged.

Gefran selects candidates on the international labour market and within the Group who offer the experience and skills needed to implement the company's strategy, based on a shared skills matrix and a transparent, documented scouting process employing methods, paradigms and procedures which are the same throughout the Group.

Gefran's remuneration policy demonstrates its appreciation of the skills and responsibilities of each employee in every country, through an integrated system that is consistent in its principles, transparent, and designed to attract, recognise, motivate and retain talent.

Valuing people

The development of skills and competencies is an essential value, and Gefran is committed to developing each employee's skills and making the most of his or her talents. The group works to:

- Ensure integration and uniformity of career paths, development modes and training.
- Encourage the strengthening of transversal skills to complement and support technical and role-based training initiatives.
- Encourage the activation and empowerment of the management team, strengthening the aptitude for mentoring, continuous objective and specific feedback, and people development.
- Demonstrate a concrete, tangible, real and sustainable commitment to the development of key figures and roles for the future of the company.
- Stimulate the development of organisational, managerial, technical and transversal skills, but also a mindset of service and cooperation.
- Offer a continuous proposal of dedicated, profiled cultural content, taking generational and cultural diversity into account.

Gefran looks after its employees' wellbeing, where wellbeing is understood in a holistic sense and, at the same time, as the possibility of people achieving their full potential.

Each employee's work experience is the focus of Gefran's attention, aware that today, being part of an organisation represents not only a source of income and security, but also enrichment of one's life and self-fulfilment.

Gefran encourages the active participation of all employees in making this policy and the principles it contains effective.

Provaglio d'Iseo, 28 January 2021

The Chief Executive Officer
Marcello Perini



This Policy is made public, available and distributed to all Group Companies.