

Company Policy Against Harassment in the Workplace, in compliance with ILO Convention 190

The Peuterey Group promotes relationships based on the principles of equality, mutual fairness and respect, and prohibits any harassment or coercive treatment toward employees and collaborators, including those of a sexual nature; moreover, it wishes to spread this policy throughout the entire staff, in order to prevent any form of offence against personal dignity.

In particular, sexual harassment includes those unwanted actions or behaviours, verbal and non-verbal, of a sexual nature, which violate the dignity and freedom of the person enduring them, or that may create retaliatory actions or a climate of intimidation toward such person. Sexual harassment can take on many forms. They are exhibited in any behaviour of a sexual nature unwanted by one of the parties, and offending that person's dignity.

Harassment can be perpetrated by colleagues, supervisors or collaborators, or by people external to the company (e.g. suppliers, partner companies).

Sexual harassment in the workplace can take on different forms, such as:

- Allegations and devious comments on the appearance of workers
- Observations and jokes on the sexual characteristics, gender orientation and sexual behaviour of the staff.
- Presentation, posting or exposure of pornographic material in the workplace.
- Reception of unwanted invitations with a clear intent
- Unwanted physical contact or attempts at getting closer, combined with the promise of benefits, or by threatening consequences, sexual acts, sexual assault or abuse.

The main dangers include:

- Violation of the physical and mental integrity of the abused person, and consequences for their health.
- Detriment to the work climate and performance.

To this end, Management undertakes to:

- Identify the risk of any form of physical, verbal, or digital abuse, according to the Health and Safety at the Workplace, by assessing the work environments also from this point of view; plan a risk assessment and analysis of any adverse event reported;
- Provide specific training at all company levels on "zero tolerance" for any kind of violence toward employees, including sexual harassment in all its forms;
- Establish a reporting system (even in anonymous form) for this kind of events, to protect the employees reporting them;
- Plan and implement employee surveys, to check if they have personally experienced any behaviour of this kind, which caused discomfort or agitation, within the company or while working outside of it (sexist behaviour, lack of respect);
- Plan specific activities and actions to prevent and manage harassment at work, by focusing on the language used.

As specified above, the Management deems essential to raise the staff's awareness, in order to immediately report any event deemed offensive to themselves or to other people; by way of example, if that person believes to have been the recipient of harassment or sexual discrimination in any aspect of their work relationship, including hiring, training, promotion, retribution, discipline and termination, and also in any other company-related context or event.

Reporting can be done in the way deemed most fit - e.g., anonymously - through the tools made available to all employees, or by communicating with:

- the workers representatives for SA8000 (RISA) and safety (RLS)
- the Group HR function
- area/function supervisors
- the Steering Committee on Gender Equality

Reporting methods and email addresses are notified and made available to everyone.

On any report received, the Group ensures the utmost confidentiality toward the reporting person, and relevant investigations will be initiated to manage the issue immediately.

The Management

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