

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

The G&P NET Group promotes relationships based on the principles of equality and mutual fairness and respect, and prohibits any harassment or coercive treatment toward employees and collaborators, including 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.

I 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, 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.

The report can be done in the way deemed most suitable, e.g. anonymously, using the suggestions box in the workplace, or by reporting the fact to the Workers Representative (RLSA): Giulia Cocitti, or by reporting to HR. In any case, the strictest confidence on the person reporting the fact will be held.

II HR Manager, with all the functions in charge and the workers representative, will take immediate action to investigate the reports received.

If a case of harassment and/or discrimination is recognized, HR will undertake immediate and appropriate corrective actions, whose nature will depend on the severity of the crime.

SIGNATURE / GENERAL
MANAGEMENT
