



Group Statement

Prysmian Group is committed to the development of an organization that prioritizes talent, abilities, diverse experiences, different cultural backgrounds, and, in general all forms of diversity.

In promoting such a diversified environment, Prysmian wants people to feel respected, appreciated and free to fully express their human potential

For all the reasons above, Prysmian's employees are encouraged to raise any concern about violations of the principles outlined in the Code of Ethics and the Human Rights policy.

In ensuring the respect of the previously mentioned principles, Prysmian Group is committed to regulate the anti-harassment procedures and to monitor the behavior of those who have been involved in harassment-related issues. Prysmian Group regulates these procedures through this Anti-harassment policy which is an Appendix of the Human Rights policy.

The Company is committed to support the adoption of the anti-harassment principles along its value chain and within the communities in which it is present, encouraging their adoption to all its suppliers.

Harassment

*Sexual
Harassment*

Vilification

Bullying

Intimidation

Reporting Procedures

Harassment is a serious violation and must be reported whenever there is suspicion or certainty that it is occurring. Addressing harassment concerns or allegations may be done either informally or formally as detailed below.

- **Informal Procedure**

This way of reporting encourages the reporter to consider taking the following steps:

- if he/she/* feels comfortable to do so, they may try to resolve the matter directly with the other party involved
- if this is not possible, the issue should be referred to a supervisor who can manage the issue informally by speaking with all involved parties.

- **Formal procedure**

All employees have the ability to pursue a more formal process if they do not feel comfortable reporting through the informal procedure or feel the issue was not fully resolved through the informal procedure. The Prysmian Group has adopted the Helpline policy to outline ways in which concerns related to the violation or potential violation of the Prysmian Group Code of Ethics, or any other Company policy or procedure, can be reported. The Helpline policy provides a person, who needs to report an issue, the ability to contact the Integrity First Helpline center (by mail, telephone or Internet) or, in the alternative, the Regional Compliance Leader, Legal or HR business partner. The information related to the issue reported, such as the identity of the people involved and the allegations or facts remain confidential; moreover, the Helpline Committee (charged with reviewing Helpline submissions) is impartial and no repercussions are taken against those who submit a good-faith complaint or help others in submitting a good-faith complaint.

Additional actions

- **Support to offended employees**
- **Anti-retaliation**