

MANIFESTO AGAINST HOSTILE BEHAVIOUR, VIOLENCE AND HARASSMENT AT WORK

Let people feel protected!

Chiesi has always been a company that cares about people and their wellbeing; thus it is opposed to any form of violence, against which it seeks to provide its support. In light of this, Chiesi seeks to undertake a series of initiatives **for the prevention of "gender-based" violence** as well as **against all forms of violence**, particularly within the workplace and during work.

This Manifesto is intended to:

- explain what is meant by **gender-based violence** and **harassment**;
- empower absolutely everyone with regard to mindful attitudes in the **respect** and **care** of all colleagues;
- communicate transparently **what to do** in the event of any work-related violence or harassment;
- reaffirm Chiesi's commitment to creating workplace wellbeing, among other things, including through the elimination of any form of violence.

1.0 WHAT IS MEANT BY GENDER-BASED VIOLENCE?

The term gender-based violence refers to all forms of violence, from psychological and physical violence to sexual violence - from stalking to rape, all the way to femicide - which affect a large number of people discriminated against on the basis of sex.

Violence and harassment within the workplace, as recorded by statistical data and recognised by national and international legislation, affect women disproportionately. These are issues deriving from the patriarchal culture of male dominance over women and the most vulnerable, from which violence based on gender originates, i.e. "gender-based violence" and more particularly men's violence against women.

According to the Istanbul Convention on the Prevention and Combating of Violence against Women and Domestic Violence, in force in our country since 1st August 2014, the expression "violence against women" is intended to designate a violation of human rights and a form of discrimination against women: it comprises all acts of violence based on gender that may cause physical, sexual, psychological or economic harm or suffering, including threats to perform such acts, coercion or arbitrary deprivation of liberty, both within public and private life.

Sexual harassment of women, who are its chief victims, is also one of the forms in which violence against women (or gender-based violence) takes and it must be sanctioned through criminal law and other sanctions.

2.0 WHAT IS MEANT BY HARASSMENT AT WORK?

Harassment at work is hostile or disparaging behaviour towards another person (colleague) because of their racial group, skin colour, creed, religion, ideology, gender, national origin, age, marital status, disability, pregnancy/maternity status and/or any other category protected by law.

Harassment can pose a threat to equity, equal opportunities for work, career and development, is unacceptable, and incompatible with dignity at work and with company values.

When harassment is based upon gender, pregnancy/maternity status or a person's sexual orientation, it is, more specifically, gender-based harassment.

Gender-based harassment at work can be carried out in different ways:

sexual harassment: sexist phrases, appraisal of the physical appearance, if unwanted, and physical approaches, inappropriate comments with reference to the person's sexuality, written and verbal expressions about the purported inferiority of the person insofar as they belong to a certain sex or derogatory remarks due to the diversity of expression of sexuality, gestures, proposals or "jokes" of a sexual nature, sending inappropriate images or emails, the request for a physical relationship when the other party does not show any interest, intimidation, threats and blackmail suffered for having rejected behaviours aimed at sexual activity.

morale-targeting gender harassment: less favourable treatment reserved for a worker back from maternity leave (marginalisation, demotion, mobbing etc); marginalisation due to physical appearance being considered unattractive; a prejudice that, as a member of a certain gender, they are unable to carry out their duties;

In certain instances, harassment is expressed in behaviours that are not illegal in themselves but if repeated and persistent can create discomfort, anxiety, fear - for the victim or for loved ones - or force the victim to change their habits (for example, deletion of social media or group chats, giving up participation in events, changing route to or from work, changing mode of dress and more...). In this case, if the relationship with the victim originates in the work environment and continues beyond the time and place of work, we talk about **workplace stalking** (or "stalking").

Harassment generates fear and anxiety in people who are victims, creates intimidating, hostile, offensive work environments, can interfere with job performance and development, and career opportunities.

The deep discomfort has consequences on social life and for family and personal relationships.

2.1 Where do compliments end and sexual harassment begin?

It is necessary to emphasise that, while some gestures or proposals are considered clearly unacceptable, certain behaviours at times are not considered unambiguously inappropriate. What by some may be considered a compliment or a joke, may be offensive for others; this occurs particularly in workplaces where there are cultural, social or origin differences that must be taken into account to establish working relationships that are respectful of the dignity of each individual.

Similarly, a compliment or focus given to a colleague regarding their sensitivity, culture, age, emotional condition, may be acceptable, even if not appreciated and is distinguished from sexual harassment, which instead is blatantly unwanted and violates the dignity of the person, creating an intimidating, hostile, degrading or humiliating environment in the workplace.

2.2 Morale-targeting gender harassment: psychological violence or gender mobbing

Moral (or psychological) harassment must be distinguished from relational problems or interpersonal conflicts in the workplace.

We are faced with psychological harassment when a colleague or a group of colleagues or a hierarchical superior behaves incorrectly towards another person (or group of people) in order to isolate, marginalise, humiliate, offend or threaten them.

Some examples of psychological harassment are: using offensive or sarcastic language, offending, continually criticising, excluding from social events or coffee breaks, hiding important information, assigning too many, too difficult, degrading or too easy tasks in order to put people in difficult situations.

If this behaviour repeats over time, we are faced with a situation of mobbing.

According to the social sciences, mobbing is defined as a work situation of systematic, persistent and constantly progressing conflict, in which one or more people are made the subject of actions with high persecutory content with the aim of causing harm of varying seriousness.

The mobbed person is unable to react adequately to these attacks and in the long run can develop various conditions of discomfort, including psychosomatic disorders, anxiety and burn-out, which can, in turn, also lead to permanent psychophysical disabilities of various kinds.

When mobbing takes the form of a series of gender harassment of a worker, then we talk about gender mobbing.

2.3 How to recognise situations of harassment?

When unwelcome and unwanted actions are an abusive exercise of the working relationship, if the unwanted conduct has a degrading or persecutory intent and, ultimately, if it produces the effect of humiliating, offending, creating a hostile and degrading environment, we can speak of harassment.

Violent behaviour, harassment, oppression and violation of the personal and sexual sphere and mobbing described above, in certain circumstances and in the most serious cases, in addition to being pursued by the company may also constitute a crime and be reported to the Criminal Judicial Authority.

3.0 DOMESTIC VIOLENCE

According to the World Health Organization (WHO), almost one in three women has suffered domestic violence (which occurs in the domestic or family context) in one form or another during her life, regardless of nationality, culture and socio-economic class. The phenomenon of domestic violence recently has worsened during the COVID-19 crisis, making victims even more vulnerable. Although the violence always occurs in the private sphere, it always has an impact on the professional lives of women and men who are victims of it, on colleagues and on the workplace in general.

4.0 THE CHIESI COMMITMENT AGAINST GENDER-BASED VIOLENCE AND HARASSMENT

Chiesi has embarked on a path guided by Values and Behaviours aimed at **respecting and welcoming diversity, the enhancement of all talents, listening and building on different viewpoints, the responsibility of every one of us** to contribute to improving our wellbeing and that of the people who work with us.

The company undertakes **not to tolerate behaviours analogous to violence and harassment**, including gender-based and sexual harassment, by upholding that there is respect among persons and by creating opportunities to raise awareness on the issue of harassment, in all its forms, by disseminating information on the tools available to everyone to prevent, limit and manage these issues.

In particular, it undertakes to constantly raise awareness and inform all its people about the contents of the Manifesto against Hostile Behaviour, the tools for prevention and management of harassment connected to it, and to do everything possible to prevent behaviour associated with harassment.

Chiesi also protects victims of harassment with the guarantee of privacy safeguarding and by barring any retaliatory measures. In cases of harassment which the company becomes aware of, Chiesi intends to ensure the immediate cessation of the unwanted behaviour.

The company, in order to prevent and stop Hostile Behaviour, therefore makes the following tools available:

- The Values and Behaviour Charter (*This is us*);
- Code of Conduct;
- D&I Policy;
- Global Wellbeing Guidelines;
- Manifesto against violence at work, including gender-based violence and harassment;
- Awareness-raising, training and communication measures;
- Different internal reporting paths.

5.0 WHAT CAN PEOPLE AT CHIESI DO TO REPORT A SITUATION OF GENDER-BASED VIOLENCE AND HARASSMENT AT WORK?

Chiesi objects to any situation of violence and does not tolerate any form of retaliation against anyone who makes a report, seeks assistance, reports an issue, reports misconduct or provides information in the context of an investigation.

In the event that an act of harassment or sexually inappropriate behaviour occurs or is attempted, without prejudice to the possibility of recourse to the relevant authorities, every individual at Chiesi has the right and responsibility to report it internally, feeling free to choose the most appropriate method from the following:

- Communication and discussion with their HR Business Partner or other contact person within the Human Resources sphere, or with the Legal&Group Compliance officer, or their line manager, with a D&I Committee colleague ~~or with union rep~~, dependent on however the person feels most comfortable;
- Special Reporting Portal accessible on the company intranet, as indicated in the "whistleblowing" procedure; the person (who believes themselves a victim of violence) can decide whether to report anonymously or not.

To report, you can:

- access the site <https://ch-crs.azurewebsites.net> – also accessible from the [SpeakUp&BeHeard](#) page within the APPS & LINKS section of C-Share – from any PC, tablet or smartphone;
- contact the **SpeakUp&BeHeard** hotline, by calling one of the freephone numbers on the list available on the [SpeakUp&BeHeard](#) page in the relevant section of C- Share

The relevant party is always free to choose if and when to request external protection, including additionally to the company's, through a trusted professional or with recourse to law enforcement.

If a colleague, Line Manager, were to be informed of an instance of harassment or were witness, they are invited to listen to and comfort the person concerned to help them feel safe by directing them to one of the reporting routes indicated in this chapter or to a discussion and psychological support route (as indicated below)

5.1 What happens after reporting to Human Resources, Legal&Compliance, Line Manager, other colleagues

Once a report has been received, the Human Resources office will be informed and will delve into the situation, ensuring utmost confidentiality; it will assess, with the person concerned, next steps aimed at ensuring protection, respect and safeguarding of said person and at intervening in the most appropriate ways.

To safeguard freedom of choice, the person reporting may also report the occurrence and then decide not to take any further action.

5.2 What happens after reporting within the SpeakUp&BeHeard system

Reports communicated via SpeakUp&BeHeard will be managed according to the instructions available within Chiesi intranet and/or website area dedicated to SpeakUp&BeHeard.

CONCLUSION

Gender identity, ethnicity, sexual orientation, socioeconomic status, age, physical abilities, religion, political opinions, lifestyle and other invisible differences represent the set of personal characteristics that make each individual unique.

These are the basis of the Values and Diversity & Inclusion (D&I) within Chiesi. As a Benefit and B Corp company, we aspire to create a diverse working environment where everyone feels comfortable expressing themselves and their talent, and to further enhance an inclusive and open approach in our daily actions, one that is always inspired by our fundamental values.

The dissemination of this Manifesto therefore aims to:

- **confirm Chiesi's commitment to creating a positive working environment**, based on trust and helping to ensure respect for the rights, value and dignity of every individual and to maintain a working environment in which violence and harassment, in whatever form, are considered unacceptable;

- **communicate transparently** what our people can do in the event of any workplace violence or harassment occurring or being attempted;
- confirm that Chiesi intends **to provide all the necessary support** to adequately address critical situations due to episodes of violence and/or harassment, considered intolerable.

Considering that most cases of violence and harassment culminate in gender discrimination, **the Manifesto also seeks to be a concrete measure in the Chiesi programme aimed at gender equality**, to guarantee everyone the possibility of development and growth within the company thanks to their differences and their talents.

In any case, all forms of discrimination and violence against any diversity and uniqueness of the individual go against the principles of Chiesi.

EXTERNAL REFERENCE DOCUMENTATION

- **Istanbul Convention, 2014**
- **Geneva Convention – ILO Convention No. 190 on the Elimination of Violence and Harassment in the Workplace, approved with Law No. 4 of 15.01.2021**