

## Manifesto against Hostile Behaviour, Violence and Harassment at work

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, disproportionately affect women. This is a phenomenon that has its roots in patriarchal culture, from which gender-based violence stems, and more specifically violence by men against women.

## What can people do in the event of a need for listening, discussion, support?

Chiesi places certain preparatory routes for reporting either internally or to external authorities at your disposal, which are **actionable without company involvement** (both with regard to violence at work and domestic violence). As part of its People Care Services, contacting one of the free external psychological support service professionals is possible.

Document realized with the contribution of:  
**Global HR | Group Legal & Corporate Compliance | Corporate Internal Auditing |**  
**Trade Unions** (FILCTEM CIGL, UILTEC UIL, FEMCA CISL)  
**DI.Re** (Associazione Italiana Centri Anti-Violenza)

This protocol was developed with the technical support and advice of attorney Francesca Garisto of Studio Lexa in Milan, Italy ([www.studiolexa.it](http://www.studiolexa.it))



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.

Considering that most cases of violence and harassment culminate in gender discrimination, **the Manifesto against Hostile Behaviour** 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. Chiesi also protects victims of harassment with the guarantee of privacy safeguarding and by barring any retaliatory measures. In cases of harassment the company becomes aware of, Chiesi intends to ensure immediate cessation of the undesirable behaviour.

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



## What can people at Chiesi do to report a situation of gender-based violence and harassment at work?



### Communication and direct dialogue with reference people

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, a colleague from the Global D&I Committee or with union rep, dependent on however the person feels most comfortable.



### Reporting (anonymously or not) through the Company system

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. It’s possible to access the [ch-crs.azurewebsites.net](https://ch-crs.azurewebsites.net) website from any pc, tablet or smartphone.

Once a report has been received, the situation will be looked into while guaranteeing utmost confidentiality; next steps being aimed at ensuring **protection, respect** and **safeguarding** of the person and at intervening in the most appropriate ways will be assessed with the person concerned.