



SOCIAL PERFORMANCE

To be successful together we take ownership and accept the related responsibilities.

We cultivate mutual respect, acceptance and personal growth.

We act honestly and we walk the talk.



Contributing to the United Nations SDGs

SOCIAL PERFORMANCE OVERVIEW 2023

FOSTER AND STRENGTHEN EQUALITY, DIVERSITY & INCLUSION WITHIN GURIT

- ✓ Issued public commitment to gender equality, aligning with the Women's Empowerment Principles and The 5 Standards of Conduct.
- ✓ Gender pay-gap audit conducted at all Gurit sites.
- ✓ Created and rolled out training on 'human rights and forced labor'.
- ✓ Offered training on 'zero tolerance of all forms of discrimination and violence' to all employees.
- ✓ Gurit Burn Bright mental health initiative implemented to support work/life balance.

Challenges and Opportunities

- Must ensure we consider a wide range of perspectives when developing general statements regarding work / life balance for men and women for all sites, as we have specific requirements for each site and job profile.
- As we have a presence in several countries, with varying remuneration situations, it is not possible to report a global pay gap result. However, we have conducted a pay gap analysis per site.
- It is a challenge to ensure training on these topics has sufficient uptake so we must better understand the obstacles and address them.

DEVELOP A GROUP-WIDE APPROACH TO LOCAL COMMUNITY AND EMPLOYEE ENGAGEMENT

- ✓ Periodic and ad-hoc calls conducted to encourage sites to submit their Local Community initiatives.
- ✓ Over 80% of our sites implemented local community initiatives.
- ✓ 549 employees took part in at least one local community initiative.

Challenges and Opportunities

- Tracking the impact of local community programmes is both a challenge and an opportunity to demonstrate the value added and focus our actions.

FOR SOCIAL PERFORMANCE METRICS RELATED TO THIS CHAPTER
PLEASE REFER TO THE CORRESPONDING METRICS SECTION IN THE APPENDIX

STRIVING TO BE A GOOD CORPORATE CITIZEN



MATERIALITY

At Gurit we adhere to fundamental rights, and we strive to translate our social policy and values into good practices, maintaining high business ethics and social standards. Attracting, training and retaining a highly skilled, motivated, and high performing workforce is key to the Group’s current and future success. This means we must offer an outstanding and inclusive work environment for all our employees, with consideration to location of work, culture of our teams, opportunities to train and grow, and understand how our business fits into and supports the local communities in which we are based. The social performance within our supply chain is equally important and discussed within the Responsible Supply Chain chapter.

Our labor practices and social impact, both locally within our production sites and further afield through our supply chains, have been recognized as priority and material areas for Gurit. Our social performance strategy therefore focuses on these areas:

- Equality, diversity & inclusion
- Training & education
- Human rights
- Associations & sponsorships
- Local community
- Employee engagement



GOVERNANCE

GOVERNANCE AND ORGANIZATIONAL RESPONSIBILITIES

The Social Responsibility pillar of Gurit’s sustainable organization is split into three workstreams: Equality & Diversity, Local Community and Responsible Supply Chain. Each workstream implements the strategy across the organization to achieve the annually defined targets and is sponsored by a member of the Executive Committee.

➤ GRI 2-13 Delegation of responsibility for managing impacts
➤ GRI 3-3 Management of material topics

SOCIAL PERFORMANCE MANAGEMENT SYSTEMS AND POLICIES



STRATEGY, MGMT SYSTEMS, POLICIES, DUE DILIGENCE

Gurit has several established systems and policies which provide the foundation for our social performance. These are regularly reviewed to establish where improvements can be made.

SOCIAL PERFORMANCE STANDARDS

We are committed to fair and equal employment for all our employees regardless of gender, sexual orientation, age or origin, and do not tolerate any discrimination with respect to employment and occupation. These commitments are covered in our → [Code of Conduct](#) and → [Social Policy](#).

HUMAN RESOURCES SYSTEM

The “MyGurit” HR database is the backbone of Gurit’s human resources and social performance management. The employment data collated in this Report was submitted by our sites via the MyGurit database. The data is professionally handled and analyzed by our trained Group Human Resources team.

LEARNING MANAGEMENT SYSTEM

Gurit’s Learning Management System (LMS) is available to the indirect (non-shopfloor) workforce at all sites and offers training on a wide range of topics.

2023 is the second year that Gurit is working with a new LMS platform, so the improved stability and higher engagement levels have led to an increase in the numbers of courses available and higher participation by users (see Social Performance metrics for more detail about the data related to LMS training).

In 2023, employees completed a total of 2676 courses in the LMS, almost 50% more than 2022, with each employee receiving an average of 1.54 hours of training via the platform compared with 0.75 hours in 2022 (average amount of training received by employees outside the LMS is reported in the Training and Education section later in this chapter).

PERFORMANCE AND CAREER DEVELOPMENT REVIEWS

Career development and performance reviews are cornerstones of Gurit’s Human Resources strategy. At most sites, employees have a performance and career development review at least once a year, reviewing the job description, main goals, job requirements and training opportunities, evaluating the employee’s performance, and completing a competence matrix.

From November 1, 2022, to October 31, 2023, **81% employees with access to MyGurit were part of a performance and career development review.** These employees represent a 32% of all Gurit workforce.

- GRI 2-23 Policy commitments
- GRI 2-24 Embedding policy commitments
- GRI 3-3 Management of material topics
- GRI 404-3 Percentage of employees receiving regular performance and career development reviews

EQUALITY, DIVERSITY & INCLUSION

The Equality and Diversity workstream defines annual targets that allow us to continue to enhance diversity at Gurit, to promote this in our hiring approach, provide equitable opportunities in management functions regardless of gender, and to better identify any discrimination in respect of employment and occupation.

In 2023 we publicly committed to gender equality with support for Women’s Empowerment Principles (WEPs), which provide guidance for advancing gender equality and women’s empowerment in the workplace, marketplace and community, and also to The 5 Standards of Conduct, which supports the business community in tackling discrimination against LGBTQ+ people.



“At Gurit, we believe that to be successful, we must cultivate mutual respect, acceptance, and personal growth; and it is our responsibility as leaders, managers, and colleagues to take ownership of equality, diversity and inclusion within our company. It must become integral to our everyday work. A diverse workplace that does not discriminate brings more creativity and broader perspectives, allowing us to become better problem solvers, develop better products and services, and ultimately create a work environment that allows all our employees to flourish. As a company that aligns with the United Nations SDGs, it makes sense for Gurit to align with the WEPs and join a global community that together strives to learn more, become better employers, and supports the empowerment of women across our organizations.”

Mitja Schulz, CEO

EQUAL OPPORTUNITY RECRUITMENT

Equal employment opportunity is supported through Gurit’s Code of Conduct.

To avoid gender discrimination in our hiring process, Gurit does not require applicants to state their gender. Our gender data is based on information we hold on new hires and promoted employees.

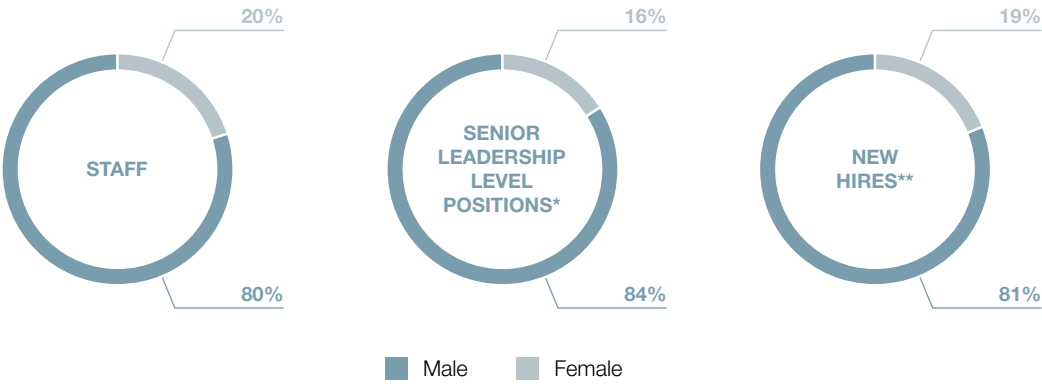
GENDER REPRESENTATION AT GURIT

We continue to engage in opportunities where we can influence and inspire girls and young women to explore opportunities in science and engineering careers.

One of our 2030 ambitions is to ensure a diverse workforce with equity in professional development. For this reason, we are setting targets around mentoring and participation in professional networks with specific support for women.

In 2023, 53% of participants on our internal talent program were women.

GENDER REPRESENTATION GURIT IN A GLANCE



* Including: Executive Committee, Senior Management, Extended Senior Management
** Excludes apprentices, trainees, interns and agency workers/contractors

In 2023, women represented 20 percent of the staff, which is similar to 2022.

SALARY GAP IDENTIFICATION

In 2023, Gurit introduced tools and set up a system to help identify gender pay gaps across the company. An initial analysis has been undertaken by site.

LIVING WAGE

Living wage is a new topic under consideration by Gurit. In 2023, we identified the most suitable option to evaluate the company’s living wage status. In 2024 we will continue by defining the living wage process and conduct a living wage maturity assessment.

ZERO TOLERANCE OF ALL FORMS OF DISCRIMINATION AND VIOLENCE TRAINING

With the goal of increasing awareness and education around discrimination and violence in the workplace, Gurit launched a ‘zero tolerance of all forms of discrimination and violence’ training course in 2023 for all the employees who have access to the Gurit Learning Management System.

The training is aligned with United Nations Global Compact Academy and provides information on different kinds of discrimination and violence, frameworks and processes to deal with it, and details of how Gurit is managing its approach to zero tolerance of discrimination and violence. We will continue to promote the training course to staff throughout 2024 and encourage engagement with it.

WORK/LIFE BALANCE

As a part of our 2030 ambition to support the work/life balance of all Gurit employees, we have implemented a new mental health initiative in 2023, called Gurit Burn Bright. It is a leadership program that serves to encourage good management of work/life balance to avoid burnout. The programme was rolled out with the aim of sharing experiences, ideas and views around high performance and sustainable wellbeing. Furthermore, a live video session was organized to dive deeper into the topics discussed in the forum, within a safe and non-judgemental space.

Flexible/hybrid working is being assessed by Gurit. A survey to understand the expectations and wishes of our workforce was sent to all Gurit employees.

INCIDENTS OF DISCRIMINATION AND CORRECTIVE ACTIONS TAKEN

Incidents can be reported via the local management, human resources department, internal audit or to the Chairman of the Audit Committee as published in the Corporate Governance section of the Annual Report. In 2023, Gurit implemented a Report-a-Concern platform, providing additional channels to share concerns regarding incidents of discrimination.

No incidents of discrimination have been reported by our sites in 2023.

- GRI 3-3 Management of material topics
- GRI 403-2 Hazard identification, risk assessment, and incident investigation
- GRI 405-1 Diversity of governance bodies and employees
- GRI 405-2 Ratio of basic salary and remuneration of women to men
- GRI 406-1 Incidents of discrimination and corrective actions taken

PROMOTING WOMEN IN ENGINEERING



Irene lozoya Lopez (third from left) speaking at the Women and Engineering conference

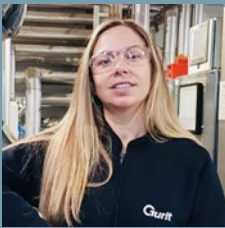
Gurit production manager Irene Lozoya López took part in the 'round table' discussion as part of the conference 'Women and Engineering: Transforming the invisible challenges of society into visible and sustainable achievements'.

The conference, which was held in Albacete, Spain, and organized by the UNED Schools of Engineering and the Royal Academy of Engineering of Spain, aims to highlight the importance of the roles of women in a sector which is a driving force for social innovation and sustainability.

The round table discussion focused on the professional and life experiences of the female participants: the diversity in their careers, their objectives and the projects they have been involved in. They also talked about the variety of career opportunities in the engineering field.

“Conferences like this add a valuable perspective and show commitment to promoting diversity and gender equality in the engineering field. I am very thankful to be able to use my experience and have a positive impact in this important area.”

Irene Lozoya López, Production Manager



TRAINING AND EDUCATION

Training and continued education ensure that employees have the skills required for their specific jobs and can grow and take advantage of opportunities as they arise. A range of topics are covered by our training programmes, many of which help employees identify and manage risks they are exposed to while doing their job or help us with social risk management. For example: the Gurit Code of Conduct, strategy, cybersecurity, data protection, leadership, diversity, as well as safety training, specific product training and many more task-specific programmes.

The average hours of training in 2023 per employee was 19.05 compared with 25.00 in 2022. This figure does not include LMS training, which has increased in 2023, as described earlier in this chapter.

See Social Performance Metrics for more detail about data related to training.

GRI 404-1 Average hours of training per year per employee

HUMAN RIGHTS

Gurit is committed to respecting the human rights of all stakeholders in Gurit's own operations and business activities and to avoiding any contribution to adverse human rights impact that occurs through our value chain.

GURIT COMMITMENT AND POLICIES

Our approach to human rights is to support and align our commitments and processes with International Human Rights Frameworks, which include the United Nations Global Compact principles, the UN Guiding Principles on Business and Human Rights (UNGPs), the Universal Declaration of Human Rights (UDHR), the OECD Guidelines for Multinational Enterprises, and the Core Labor Conventions of the International Labour Organization (ILO).

Our Code of Conduct, Social Policy and Sustainability Policy lay out our commitments to human rights, extending to all individuals through Gurit's entire upstream and downstream value chain. In 2023, Gurit revised its Supplier Code of Conduct to further detail its expectations of suppliers in terms of human rights, and annually issues a Modern Slavery Statement. All these policies are approved at the most senior level and published on our website, documenting our commitment to human rights and the support of International Human Rights Frameworks. We communicate and raise awareness of these issues with employees and suppliers, encouraging them to share suggestions and observations with managers, site managers or the global sustainability team.

All policies regarding Human Rights are published on our website at → www.gurit.com/policies

ASSESSMENT OF POTENTIAL IMPACTS

The human rights risks and impact along the value chain have been identified at a top level based on our materiality analysis, ESG rating feedback, and the inherent risks of the locations where we operate. This will be further assessed and updated in 2024. For our Suppliers, the assessment is made in the risk assessment process using the Sedex tool. More information can be found in the Responsible Supply Chain chapter.

	 SOURCING AND PURCHASING	 OWN OPERATIONS MANUFACTURING AND OFFICES	 STORAGE AND TRANSPORT	 USE AND END-OF LIFE OF GURIT PRODUCTS AND SERVICES
	UPSTREAM		DOWNSTREAM	
RISKS	Working conditions, child/forced labor, environmental pollution, fair wages, freedom of association	Working conditions, child/forced labor, environmental pollution, fair wages, freedom of association	Working conditions, environmental pollution, fair wages, freedom of association	Health of users, environmental pollution
PREVENTION / REMEDIATION	See Responsible Supply Chain chapter for actions and due diligence process	See Social Performance chapter	See Responsible Supply Chain for actions and due diligence process	See Safety First and Circularity chapter

RISK BASED MEASURES

You can find the preventive actions and risk-based measures taken at the different stages of our value chain in the respective chapter as indicated in the chart above.

For instance, the Sedex questionnaire for our suppliers serves to evaluate the risks and prioritize audits.

As far as our own operations are concerned, Gurit's Internal Audit checklist contains ESG criteria, including that related to human rights, working conditions and child and/or forced labor.

Our Product Design for Safety and Sustainability (PDSS) guidelines are aimed at mitigating the impact of Gurit's products on our customers' health and safety.

EMBEDDING HUMAN RIGHTS IN THE COMPANY

Aspects of human rights are covered by several Sustainability workstreams and integrated in Human Resources processes through the company.

Tailored training is being offered on human rights. **In 2023 Gurit rolled out Human Rights and Child Labor training for all the employees** who have access to the internal Learning Management System platform. The training is aligned with the United Nations Compact Academy, building awareness, and sharing knowledge about human rights, communicating our due diligence process and how Gurit is committed to this topic. We will continue to promote this training course to staff and encourage engagement with it.

In addition, three employees have joined the UN Global Compact Human Rights Accelerator programme.

As occupational health and safety is a material topic for Gurit, safety indicators such as Lost Time Accident Rates have been an element influencing the variable performance compensation of site managers and Business Unit managers. The Board of Directors has decided to extend this incentive to all employees in 2024.

MONITORING AND COMMUNICATION

We monitor the effectiveness of our actions with KPIs (e.g. safety) and through internal audits. We commit to report transparently, in our annual Sustainability Report, on our efforts and progress around how human rights issues are addressed.

GRIEVANCE AND REMEDY

We aim to identify conflicts at an early stage and eliminate the root cause. Our Report-a-Concern policy and platform is accessible to all stakeholders along the value chain in several languages. Gurit informed its suppliers about this grievance mechanism via a newsletter and Gurit's revised Purchasing Terms and Conditions includes the link to the Report-a-Concern page.

PREVENTION OF CHILD LABOR

Gurit is subject to the new art. 964j seqq. of the Swiss Code of Obligations (CO) setting due diligence obligations in relation to child labor applicable as of 1 January 2023. Gurit has decided to opt for the compliance with internationally recognized regulations in relation to human rights in general in accordance with art. 964j-4 of the CO. The internationally recognized equivalent regulations are the ILO Conventions nos. 138 and 182 and the ILO-IOE Child Labor Guidance Tool for Business of 15 December 2015, the OECD Due Diligence Guidance for Responsible Business of 30 May 2018 and the UN Guiding Principles on Business and Human Rights.

Gurit takes responsibility for the prevention of child labor and has committed to the above-mentioned frameworks, policies and standards. While Gurit considers the risk of child labor practices within its own organization

as low, the sustainability and procurement teams undertook an initial analysis of areas where there could be potential risks of child labor within our supply chain. Human rights training has been provided to the procurement team and it has been adopted as an essential topic, integrated in the due diligence process implemented across the supply chain.

Child labor risk management relating to the supply chain is discussed further in the Responsible Supply Chain chapter.

No complaints regarding infringements of human rights or issues related to child labor were brought forward to the Chairman of the Audit or via the Report-a-Concern platform in the reporting period.

➤	GRI 2-23	Policy commitments
➤	GRI 2-25	Process to remediate negative impacts
➤	GRI 2-24	Embedding policy commitments
➤	GRI 3-3	Management of material topics
➤	GRI 408-1	Operations and suppliers at significant risk for incidents of child labor
➤	GRI 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor

RIGHTS TO FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

Gurit grants its employees freedom of association and recognizes this as an international human right. Gurit complies with all relevant local rules and legislations regarding employees' freedom of association and the right to collective negotiation.

Gurit sites report to have maintained or newly entered ten collective bargaining agreements. In 2023, 1192 Gurit employees were covered by collective bargaining agreements which represents 51% of our workforce; in 2022 1455 employees were covered, which was 62% of Gurit employees. The local legislation of some operations in Asia may limit the legally accepted forms of collective bargaining.

1407 of Gurit employees are covered in 2023 by a formally elected employee representative (union, works council or other agency or representative body), which represents 60%.

No concerns or violations of collective bargaining were reported in 2023.

The working conditions and terms of employment for those employees not covered by a collective bargaining agreement are not influenced or determined by any collective bargaining agreements.

More information about human rights can be found in our Responsible Supply Chain chapter.

➤	GRI 2-30	Collective bargaining agreements
➤	GRI 407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk

ASSOCIATIONS & SPONSORSHIPS

MEMBERSHIP OF ASSOCIATIONS

Gurit participates in local and national organizations as well as industry associations. Our involvement, however, does not constitute strategic memberships or imply substantial funding beyond routine membership fees. Our sites reported a total of 28 memberships of associations in 2023. The main categories were composites industry associations, national employer associations and memberships in local or regional Chambers of Commerce.

Our most significant membership in terms of cost and size is the WindEurope wind industry association, where we contribute a regular annual membership fee.

Our principal new membership in 2023 was Swiss Cleantech, a business association committed to creating framework conditions so that climate-friendly business is worthwhile and the whole of Switzerland benefits.



GRI 2-28 Membership associations

SPONSORSHIPS

The focus of Gurit’s general sponsorship commitments is the support of research and development in the advanced composites industry, mainly via sustainable ventures, academic institutions and composites-related student projects, as well as supporting industry events within the Group’s target markets.

In 2023, Gurit was also involved in local community sponsorship. Eight sites reported giving financial assistance to their local communities, including local health and environmental organizations, assistance and support to people affected by climate situations, educational and Red Cross institutions.

For 2023, Gurit sites reported CHF 26 000 in donations. Additionally, Gurit has sponsored educational institutions teams with materials and funds with a total value of approximately CHF 3 500.

GRI 2-29 Approach to stakeholders engagement
GRI 201-1 Direct economic value generated and distributed

GURIT TOGETHER – ENGAGING OUR EMPLOYEES

We began our employee engagement program, branded ‘Gurit Together’, in 2022.

The aim was to encourage open and honest dialogue between employer and employees and to provide an opportunity for direct communication about our successes and where change or support is required. The most important part of this is that our employees know they have a voice, and we are listening.

Towards the end of the year 2022, we ran our first global employee engagement survey, following which Business Units and sites identified their key drivers, areas to be improved and subsequent actions. All sites have a

Gurit Together Forum, a small group of local employees who have spent 2023 working through these actions with local site management. Actions include holding off-site team building events, family days, celebration days, and regular cross-functional meetings.



Employees at Gurit Albacete (Spain) and Ahmedabad (India) took part in teambuilding days

GRI 2-29 Approach to stakeholders engagement

COMMITTED TO OUR LOCAL COMMUNITIES

In its second year, the Gurit Local Community Initiative fosters the development of local communities where we operate, adding long term social value, increasing stakeholder engagement on Gurit’s journey towards sustainability, and actively contributing to SDGs.

In 2023, we encouraged our sites to implement local community initiatives, with the support of the Local Community workstream, including:

- Periodic group calls with the sites, sharing ideas and encouraging submissions of initiatives.
- Ad-hoc calls with individual sites.
- Guidelines and other tools to help with implementation and tracking the impact.

In 2023, 82% of our sites and 549 employees took part in at least one local community initiative and we are on track to achieve our goal.

- GRI 413-1 Operations with local community engagements, impact assessments, and development programmes
- GRI 2-29 Approach to stakeholders engagement



GURIT SUSTAINABILITY AWARDS

GURIT SUSTAINABILITY AWARDS

In 2023 Gurit launched its inaugural Sustainability Awards with two categories, one of which was Local Community. More information can be found in the #GuritCares – Our Sustainability Strategy & Targets chapter.



Cleaning up the waterways
Our NZ and Australian teams each spent a day with community restoration organizations, Sea Cleaners and Ocean Crusaders, preserving the rivers, coastlines and marine life of our communities by collecting and sorting rubbish on mudflats, wetlands and the beaches.



Campaign to increase awareness of water conservation
Employees in Dafeng, China, took part in activities that enabled them to understand more about the importance of water conservation, and learned new actions they could personally take to conserve water and protect mother nature.



Encouraging the next generation of STEM careers
Gurit's UK team helped a group of school students to build their knowledge of engineering, design, and manufacturing so they could apply it to their 3D print projects. They also had the opportunity to have their 3D printed samples stress tested in our mechanical testing laboratory.



Clean-up of local natural protection zones
Our Zurich office spent time cleaning up natural protection areas and learning about local biodiversity. Removing invasive, non-native plants; clearing fast-growing hedges to allow light to reach other species; spotting wildlife and uncovering rare water plants.