



06.

NON-FINANCIAL STATEMENT

Aspects relevant to staff



06. Aspects relating to personnel

GVS is firmly convinced of the value of human resources for the development of the entire Group.

With a view to promoting organisational development and the empowerment of the various company departments, as well as increasing the level of awareness of the importance of one's role in achieving company objectives, **an incentive system has been devised that defines values that can stimulate each employee.** The whole process is aimed at achieving a high level of motivation among employees, which is directly linked to their levels of satisfaction with the company environment in which they work and achieve the objectives entrusted to them.

The common goal is to operate and develop a workplace based on strong ethical principles that are recognised by all, i.e. an environment where the worker is guaranteed:

- respect for health and safety in the workplace;
- the promotion and enhancement of the worker's ideas and potential;
- a fair and decent remuneration for his work;
- the possibility to express themselves at their best, even beyond specific skills or abilities;
- opportunities for training and introduction to work for the youngest and most disadvantaged.

The working environment must be based on inclusion, be multicultural and strive for gender equality. In fact, specific programmes are in place to integrate young people in their first work experience, and for the inclusion of the disabled, giving them the opportunity to integrate socially and feel relevant to society.

Discriminatory attitudes are categorically prohibited for any reason. In addition to gender, ethnicity or religious belief, discrimination may also be based on economic, personal or social circumstances and all forms of harassment, whether bullying, physical or moral violence.

Risks, opportunities and how to manage them

GVS identifies and manages both health and safety and personnel management aspects.

The commitment to protecting and promoting the health and safety of workers in the workplace is one of the Group's most important challenges. However, in order to make it a reality, will is not enough; the contribution of each individual is needed.

GVS is committed to spreading and consolidating a culture of safety by developing awareness of risks and promoting responsible behaviour on the part of all employees. Each of them must therefore use their personal protective equipment appropriately, participate

actively in drills and report any hazards or risks to their immediate supervisor in a timely manner. The main health and safety risks are the risk of injury and/or permanent disability and the risk of occupational disease as a result of accidents in the workplace.

A number of procedures have been put in place to ensure that employees work in a safe workplace and that they receive annual training/information on various topics related to employee health and safety, based on job profiles (tasks), hazards, risk assessment. To confirm this, periodic audits are carried out to identify risks and implement corrective/preventive actions.

Due to the exceptional nature of the situation caused by the Covid-19 emergency and in order to guarantee everyone's health, as well as the company's operations, smart working was possible at almost all sites. The flexibility of working hours applied during the pandemic period revealed the importance of the physical and psychological health of staff.

GVS has protected the health and safety of workers from possible contagion from COVID-19 and has guaranteed the healthiness of the working environment throughout the emergency situation. As per protocol, the pace of shifts has changed and movements within the offices have been regulated. The objective of all these rules is to guarantee the health and safety of staff, partners, suppliers and customers, by preparing anti-contagion procedures and controls in line with regulatory requirements.

Some of the risks that apply to all Group companies, regardless of the activity carried out, are:

- high turnover, which could lead to the premature loss of important knowledge from the Group's workforce;
- inadequate vocational training;
- risk of decreasing staff motivation levels;
- lack of objective assessment of performance;
- company policies and practices that do not adequately inform the worker;
- low attractiveness of talent.

There are also some risks linked to the nature of the activities carried out, such as those related to the availability of direct and indirect labour, or to the repositioning of resources in the face of the automation of production processes, which will lead to a reduction in manual and repetitive tasks, requiring the retraining of resources employed in activities with greater added value.

Given the risk factors listed above, possible consequences include loss of quality and quantity in the production of goods and damage to the company's reputation.

The COVID-19 pandemic has also had a significant impact on corporate welfare. The emergency has led to a change in people's physical, psychological and social needs and has therefore necessitated an adjustment in corporate practices regarding employee welfare. The Group has shown itself to be close to its employees and collaborators by safeguarding their health and introducing company welfare measures to cover the most urgent needs of people, not only economic but also psychological. **GVS S.p.A. has defined a procedure for the management of human resources which has the objective of describing the activities for the purposes of a coherent management of the process of selection, insertion, training, incentivisation and monitoring of the human resources involved, in order to guarantee an organisational system which is centred, aware, supportive and motivated.** In addition, it has formally incorporated its commitment to them by adopting a Code of Ethics, which represents the foundation of the corporate culture.

The company's organisational structure defines a series of positions/tasks that, together with the complex of relationships that the individual establishes in the company, define the individual's role. The efficiency and effectiveness in carrying out the activities foreseen in the job description of each individual in GVS, depends directly on the personal skills of the resource, and therefore on the complex of 5 dimensions that each of us brings into play in our daily work:



Know-how, i.e., the body of technical and professional knowledge acquired either through work experience or training;



Experience, i.e., the cultural background of the individual both socially and practically;



The individual profile, i.e. the set of psychophysical qualities possessed by the individual;



Communications and relationships, i.e. the individual's ability to listen to interlocutors and convey information, to team up, to provide feedback;



Motivation, represented on the one hand by the drive for action that fuels the activities of the individual, which is expressed through behaviours of proactivity, self-control, tenacity and adaptability; on the other hand by the degree of satisfaction and complacency that determine the individual's commitment to carry out a certain role profitably.

Personnel Selection:

"Well begun is half done", which is why a lot of attention is paid to the incoming staff

selection phase. The activity of planning insertion, education and training needs is closely related to the Business Plan. In fact, the general objectives of structure sizing, education and training are formalised within the Business Plan.

For the selection phase, human resources usually rely on external companies to whom they send a Job-Description (JD) in order to obtain an initial screening of the market according to the basic elements indicated. The social and operational adaptation of the newly hired employee is facilitated, which includes a phase of knowledge of the company and its main processes and a phase of specific training for the role to be assumed. In particular, as far as the GVS Sud plant is concerned, the selection process takes place through the so-called "assessment centre" which provides for different moments to get to know the candidate: the completion of a logic-based mathematical test, a group interview and an individual interview.

Education and training:

Education and training are two different concepts that are very often confused. **Training is a training intervention that involves an internal employee as trainer, and therefore takes place mainly within the company.** Since this is employee-to-employee teaching, it generally does not involve incremental costs. **Education**, on the other hand, **constitutes any type of course or educational intervention, held exclusively by non-employee personnel, which can take place either inside or outside the company and which generally does involve incremental costs.** Education does not necessarily act directly on the specific skills of an employee: it can also concern "soft" skills or the personal development of an individual.

The definition of the annual educational programme is the result of budgeting activities, which take into account the needs of new staff, changes in activities, the reinstatement of staff already on the payroll but temporarily absent, the introduction of new technologies or measurement and control instruments, new investments and the training needs arising from the "Continuous Quality Improvement Plan".

At the end of the educational course, the employee is required to evaluate the efficiency of the institution where the course was held and of the teacher(s) who held the course, by filling out an ad hoc form.

A few months after the conclusion of the course, the employee, still in force, is evaluated by the Area Manager through the compilation of a specific evaluation session in the personnel management software. If the result is positive, it will be specified if a new skill has been acquired or if the value of an existing skill has been increased or not.

In the evaluation of the efficiency it is important to know the validity of the initiative and is used as a stimulus for the design of other educational interventions, while the verification of the effectiveness of the education is carried out after a period of time to allow the trainee to assimilate the lessons learned and apply them on the job in the company.

Training activities are carried out by the person directly in charge of the staff to be trained, who organises and defines the tutor to accompany the training user according to the time and organisational needs of the area in question.

When new machines, technologies or measurement and control instruments are introduced into the company, following the updating of the risk assessment, the personnel in charge of operating the new equipment is usually trained by the same technicians of the manufacturer of the new equipment or instrument, with the help of the operating manuals. The commitment of the individual in the company is discussed and deepened by the HR department through specific interviews. In addition, every two years a global analysis is carried out in the company with the specific aim of identifying the key priorities to be addressed in order to improve the human resource management process.

GVS strongly believes in the recognition of the brilliant performances of its employees, for this reason, the Company promotes a culture based on constant feedback.

Starting in 2017, a system for evaluating the company's activities was set up using the MyByz platform, which connects employees and department managers and provides information on the progress of the objectives set at the beginning of the year; thanks to this software, it is possible to constantly monitor the performance of employees, ensuring

transparency on the progress achieved.

The success of GVS depends on the ability of its employees to maintain and deliver the highest standards of quality in their work, while remaining in line with the company's objectives.

Effective two-way communication is essential to ensure cooperation between the various levels of the Group. For this reason, the MyByz system, in addition to allowing users to upload set objectives, subject to the approval of the reference manager, requires a quarterly self-assessment of the performance achieved.

The Company assesses results on a fair and proportional basis, taking into account the weight of the target set, which testifies to the great trust it places in all the staff present in the company and the merit it acknowledges in individual operators.

Attention to and enhancement of human resources

The tables below show some numerical information, of a non-financial nature, relating to Group personnel.

GRI 102-8 Information on employees and other workers

The total number of employees by contract type (permanent or fixed-term), gender and geographical area is shown below.

GRI 102-8 ¹⁷	2021			2020			2019		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Italy	231	180	411	209	155	364	196	147	343
Permanent	227	180	407	201	152	353	191	144	335
Fixed-term	4	0	4	8	3	11	5	3	8
Europe (excluding Italy)	200	764	964	238	724	962	235	623	858
Permanent	188	503	691	224	494	718	222	411	633
Fixed-term	12	261	273	14	230	244	13	212	225
Americas	624	701	1,325	637	691	1,328	382	336	718
Permanent	618	689	1,307	628	667	1,295	380	329	709
Fixed-term	6	12	18	9	24	33	2	7	9
Asia	104	160	264	100	153	253	89	156	245
Permanent	104	160	264	100	153	253	89	156	245
Fixed-term	0	0	0	0	0	0	0	0	0
Total	1,159	1,805	2,964	1,184	1,723	2,907	902	1,262	2,164

17. Values are not inclusive of temporary staff.



Below is a cross-section of the total number of employees (which also includes temporary work), distinguishing temporary workers from GVS employees by type of employment (temporary or permanent) and by gender (male, female).

GRI 102-8	2021			2020			2019		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Italy	240	197	437	281	340	621	204	163	367
Permanent	227	180	407	201	152	353	191	144	335
Fixed-term	13	17	30	80	188	268	13	19	32
Of which are GVS employees	4	0	4	8	3	11	5	3	8
Of which are temporary staff	9	17	26	72	185	257	8	16	24
Europe (excluding Italy)	206	771	977	333	761	1,094	251	633	884
Permanent	188	503	691	224	494	718	222	411	633
Fixed-term	18	268	286	109	267	376	29	222	251
Of which are GVS employees	12	261	273	14	230	244	13	212	225
Of which are temporary staff	6	7	13	95	37	132	16	10	26
Americas	669	745	1,414	705	796	1,501	396	361	757
Permanent	618	689	1,307	628	667	1,295	380	329	709
Fixed-term	51	56	107	77	129	206	16	32	48
Of which are GVS employees	6	12	18	9	24	33	2	7	9
Of which are temporary staff	45	44	89	68	105	173	14	25	39
Asia	129	238	367	185	363	548	121	297	418
Permanent	104	160	264	100	153	253	89	156	245
Fixed-term	25	78	103	85	210	295	32	141	173
Of which are GVS employees	0	0	0	0	0	0	0	0	0
Of which are temporary staff	25	78	103	85	210	295	32	141	173
Total	1,244	1,951	3,195	1,504	2,260	3,764	972	1,454	2,426

The table below shows the total number of collaborators distinguished by type of employment (full time or part-time) and gender.

GRI 102-8	2021			2020			2019		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Full-time	1,239	1,920	3,159	1,502	2,234	3,736	969	1,428	2,397
Part-time	5	31	36	2	26	28	3	26	29
Total	1,244	1,951	3,195	1,504	2,260	3,764	972	1,454	2,426

The trend in the number of employees deserves special attention, which must take into account the global socio-economic situation and the company's choices following the pandemic.

GVS, in order to deal with the health emergency caused by the pandemic and to respond to market demand for PPE, in 2020 expanded its production capacity abruptly, increasing its use of temporary resources, which it trained, qualified and inserted into its workforce in record time. At the same time as the expansion of production capacity, a process of optimising the production of disposable masks has been initiated.

As the pandemic subsided, the need to resort to temporary resources diminished, with a return to the use of moderate temporary employment, in line with what had occurred prior to the health emergency, but at the same time the number of specialised technical staff hired on permanent contracts within the Group increased.

GRI 401-1 New employee hires and employee turnover

The Group reports the total number of new hires, including those on fixed-term contracts, as well as the total number of turnovers in the reporting period, broken down by age group, gender and geographical area.

GRI 401-1 ¹⁸	Employees hired								
	2021			2020			2019		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Italy	57	54	111	21	12	33	22	13	35
<30	24	8	32	8	5	13	13	5	18
30-50	29	41	70	13	6	19	9	6	15
>50	4	5	9	0	1	1	0	2	2
Europe (excluding Italy)	83	419	502	68	277	345	62	190	252
<30	43	125	168	24	72	96	31	52	83
30-50	27	210	237	32	152	184	25	119	144
>50	13	84	97	12	53	65	6	19	25
Americas	390	685	1,075	447	689	1,136	79	99	178
<30	184	366	550	257	339	596	19	22	41
30-50	173	294	467	164	309	473	45	70	115
>50	33	25	58	26	41	67	15	7	22
Asia	51	72	123	128	261	389	29	63	92
<30	16	24	40	83	134	217	14	23	37
30-50	31	48	79	45	127	172	15	40	55
>50	4	0	4	0	0	0	0	0	0
Total	581	1,230	1,811	664	1,239	1,903	192	365	557

18. Values are inclusive of fixed-term employees.

GRI 401-1 ¹⁹	Employees made redundant								
	2021			2020			2019		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Italy	24	12	36	8	4	12	16	2	18
<30	6	1	7	2	1	3	4	2	6
30-50	13	8	21	5	2	7	9	0	9
>50	5	3	8	1	1	2	3	0	3
Europe (excluding Italy)	108	381	489	65	176	241	101	239	340
<30	47	135	182	28	49	77	68	69	137
30-50	42	193	235	26	94	120	20	151	171
>50	19	53	72	11	33	44	13	19	32
Americas	489	749	1,238	276	442	718	83	84	167
<30	243	393	636	150	212	362	26	22	48
30-50	195	301	496	109	206	315	42	46	88
>50	51	55	106	17	24	41	15	16	31
Asia	107	197	304	72	195	267	38	162	200
<30	38	54	92	49	100	149	17	96	113
30-50	69	141	210	22	95	117	21	66	87
>50	0	2	2	1	0	1	0	0	0
Total	728	1,339	2,067	421	817	1,238	238	487	725

The increase in disposals in 2021 is primarily attributable to the extraordinary nature of the hiring that occurred in the prior year to address the high demand for disposable masks in the midst of the pandemic. In the latter part of 2021, there is a return to staffing numbers tied to normal volumes as a direct result of the attenuation of the Covid-19 emergency.

GRI 401-2 Benefits provided to employees

The GVS Group implements a set of initiatives with the main aim of enabling employees to work to the best of their ability and keep quality of life high.

Benefits that are normally provided to GVS Group employees include: life insurance, health care, disability and invalidity insurance coverage, parental leave, pension contributions and annual leave. In some locations, not all of the measures listed above are provided, but only some of them such as health care and insurance coverage in case of disability and invalidity. GVS Filtration Inc. - Bloomer's plant offers the option of extending voluntary life insurance to employees' spouse and children, while GVS Puerto Rico provides tuition reimbursement. GVS Italia is enrolled in the Enfea Supplementary Health Care Fund to which all employees with a permanent employment relationship, and/or with an apprenticeship contract, and/or with a fixed-term contract, if stipulated for a period of more than 12 months, are entitled.

The year 2021 is a turning point for corporate Welfare and Gvs Spa has introduced the possibility of converting up to a maximum of 50% of the PPO to its employees in Welfare services, recognising on the conversion an additional 10% increase to be paid by the company.

19. Values are inclusive of fixed-term employees.

The services that can be converted are:

- Purchase shopping vouchers, fuel and more;
- Child education reimbursement, daycare fees;
- Health, visits, exams and health services;
- Subscriptions to gyms, pools and sports activities;
- Repayment of interest on loans and mortgages;
- Travel packages fun and wellness;
- Reimbursement babysitting and care for the elderly;
- Leisure time, cinemas, museums and more.

In 2021, Gvs do Brasil funded university specialisation courses for its employees. This opportunity offered by the Brazilian plant to workers has led to high enrolment and attendance, especially by female staff, of advanced training courses concerning quality, engineering and finance and a considerable increase in staff skills.

In addition, under the travel policy, applicable to the entire Group and to all employees, additional benefits are provided for travelling staff, including: reimbursement of sports, recreation, entertainment, laundry and other travel-related comforts. For seconded staff, in addition to housing, all benefits are provided for a long-term stay abroad, not only for employees but also for their families.

Parental leave

The Group provides parental leave for new parents, which is why the table below provides various numerical information about the right to parental leave.

GRI 401-3	Parental leave								
	2021			2020			2019		
	Men	Women	Total	Men	Wom-en	Total	Men	Wom-en	Total
Total number of employees entitled to parental leave	1,185	1,896	3,081	1,269	1,933	3,202	934	1,403	2,337
Total number of employees who took parental leave	11	61	72	14	47	61	11	39	50
Total number of employees who returned to work during the reporting period after taking parental leave	10	33	43	14	39	53	11	29	40
Rate of return to work of employees who took parental leave	91%	54%	60%	100%	83%	87%	100%	74%	80%

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

Details of the total hours of training per capita (vocational and HSW) conducted in 2021 and the previous two years, are shown below.

GRI 401-1	2021		2020		2019	
	Men	Women	Men	Women	Men	Women
Direct	27.70	28.27	22.07	22.46	23.55	20.68
Indirect	24.62	28.26	22.16	24.84	17.50	18.27
of which are Management	9.99	13.83	8.64	8.61	12.81	13.13
Total	26.16	28.26	22.11	23.65	20.53	19.48

GRI 404-3 Percentage of employees receiving regular performance and career development reviews

The table shows the total percentage of employees who received a performance review, broken down by gender and category.

GRI 404-3	2021		2020		2019	
	Men	Women	Men	Women	Men	Women
Direct	93%	83%	48%	54%	71%	68%
Indirect	91%	84%	83%	73%	49%	46%
of which are Management	35%	34%	32%	20%	31%	20%

GRI 405-1 Diversity of governance bodies and employees

The percentage of individuals on the Organisation's Board of Directors is shown below, broken down by gender, age group and other indicators where relevant (including minority or vulnerable groups).

GRI 405-1	2021											
	<30			30 - 50			>50			Group		
	M	W	Tot	M	W	Tot	M	W	Tot	M	W	Tot
Members of the Board of Directors	0	0	0	2	3	5	3	1	4	5	4	9

GRI 405-1	2021					
	<30		30 - 50		>50	
	% U	% D	% U	% D	% U	% D
Members of the Board of Directors	0	0	40	60	75	25

The tables below show the percentage of employees directly engaged in the production process ("direct") and not directly involved in the production process ("indirect"), broken down by gender, age group and other indicators where relevant (including minority or vulnerable groups).

GRI 405-1	2021											
	<30			30 - 50			>50			Group		
	M	W	Tot	M	W	Tot	M	W	Tot	M	W	Tot
Direct	130	229	359	261	853	1,114	104	363	467	495	1,445	1,940
Indirect	117	60	177	378	218	596	169	82	251	664	360	1,024
of which are Management	1	8	9	45	34	79	23	4	27	69	46	115
Total	247	289	536	639	1,071	1,710	273	445	718	1,159	1,805	2,964

GRI 405-1	2021					
	<30		30 - 50		>50	
	% U	% D	% U	% D	% U	% D
Direct	36.2	63.8	23.4	76.6	22.3	77.7
Indirect	66.1	33.9	63.4	36.6	67.3	32.7
of which are Management	11.1	88.9	57.0	43.0	85.2	14.8
Total	46.1	53.9	37.4	62.6	38.0	62.0

GRI 405-1	2020											
	<30			30 - 50			>50			Group		
	M	W	Tot	M	W	Tot	M	W	Tot	M	W	Tot
Direct	242	323	565	327	1,014	1,341	124	281	405	693	1,618	2,311
Indirect	91	51	142	344	184	528	141	80	221	576	315	891
of which are Management	0	8	8	45	29	74	22	5	27	67	42	109
Total	333	374	707	671	1,198	1,869	265	361	626	1,269	1,933	3,202

GRI 405-1	2020					
	<30		30 - 50		>50	
	% U	% D	% U	% D	% U	% D
Direct	42.8	57.2	24.4	75.6	30.6	69.4
Indirect	64.1	35.9	65.2	34.8	63.8	36.2
of which are Management	0.0	100	60.8	39.2	81.5	18.5
Total	47.1	52.9	35.9	64.1	42.3	57.7

GRI 405-1	2019											
	<30			30 - 50			>50			Group		
	M	W	Tot	M	W	Tot	M	W	Tot	M	W	Tot
Direct	121	150	271	229	738	967	89	196	285	439	1,084	1,523
Indirect	88	76	164	276	170	446	131	73	204	495	319	814
of which are Management	0	7	7	34	19	53	13	1	14	47	27	74
Total	209	226	435	505	908	1,413	220	269	489	934	1,403	2,337

GRI 405-1	2019					
	<30		30 - 50		>50	
	% U	% D	% U	% D	% U	% D
Direct	44.6	55.4	23.7	76.3	31.2	68.8
Indirect	53.7	46.3	61.9	38.1	64.2	35.8
of which are Management	0.0	100	64.2	35.8	92.9	7.1
Total	48.0	52.0	35.7	64.3	45.0	55.0

Health and safety of employees and workers

The company's activities are organised to reduce the risk of occupational accidents as far as possible. GVS ensures compliance with industry regulations and promotes a culture of accident prevention, and each employee receives sufficient and appropriate training specific to their tasks.

The tables below show some numerical information, of a non-financial nature, relating to health and safety at work.

GRI 403-9 Work-related injuries

The Group reports below information on work-related injuries to employees and non-employees that occurred during the reporting period.

GRI 403-9 GVS employees	2021	2020	2019
The number of deaths resulting from accidents at work	0	0	0
The number of accidents at work with serious consequences (excluding deaths)	1	2	2
The number of recordable occupational accidents	63	62	39
ongoing	11	6	4
at work	51	56	35
Hours worked	6,810,666	6,062,217	4,763,419
The rate of deaths as a result of work-related injuries	0%	0%	0%
The rate of accidents at work with serious consequences (excluding deaths)	0.03%	0.07%	0.08%
The rate of recordable occupational accidents	1.9%	2.1%	1.6%

GRI 403-9 Non-employed workers (temporary contracts)	2021	2020	2019
The number of deaths resulting from accidents at work	0	0	0
The number of accidents at work with serious consequences (excluding deaths)	0	0	0
The number of recordable occupational accidents	9	16	4
ongoing	0	1	0
at work	9	15	4
Hours worked	915,370	1,860,644	754,025
The rate of deaths as a result of work-related injuries	0%	0%	0%
The rate of accidents at work with serious consequences (excluding deaths)	0%	0%	0%
The rate of recordable occupational accidents	2.0%	1.7%	1.1%

During 2021, there was a decrease in the number of serious and non-serious injuries for employees while there was an increase in the rate of non-serious injuries for employees and no serious events.

For the type of activity carried out, the main risks are:

- Physical (spills on floors or tripping hazards, machinery, electrical equipment);
- Noise and vibrations;
- Load handling;
- Chemical;
- Biological;
- Ergonomic (repetitive movements, handling of loads);
- Due to the overuse of video terminals (visual overload);
- Mechanical.

All these risks are discussed at the various training sessions. The actions taken to reduce the main injury risks listed above follow the risk reduction hierarchy:

- Elimination;
- Replacement;
- Periodic engineering checks for the maintenance of work equipment;
- Information, education and training of workers;
- Use of collective and individual protective equipment.

GRI 403-10 Work-related ill health

The Group reports below information on occupational diseases of employees and non-employees that occurred during the reporting period.

403-10 Employees	2021	2020	2019
The number of deaths resulting from occupational diseases	0	0	0
The number of cases of occupational diseases recorded	3	5	7

Occupational diseases in employees are in constant decline; with regard to occupational diseases of non-employees, no requests have been received and the actions taken to reduce the risk are the same as for the risk of injury.

