


 The Group is committed to identifying, managing and preventing any risk of human rights violations in the conduct of its business.

Human Rights

There is no business activity without respect for human rights, which is why respect for human rights is always considered as a priority factor in the Social Impact Analysis. In particular, in addition to respect for human rights as a whole, age and gender discrimination and wage inequality were also considered.

Respect for human rights

The Group is committed to identifying, managing and preventing any risk of human rights violations in the conduct of its business. This commitment is explicitly mentioned in the Code of Ethics and in the internal procedures. Together with the Code of Ethics, in order also to ensure respect for human rights, the Parent Company resolved to adopt the Organisation and Management Model pursuant to Legislative Decree 231/2001.

The Code of Ethics contains the values, principles and guidelines expressed by GVS. The reputation of the Company is closely linked to the behaviour of the people who act on behalf of or with GVS, and they must therefore operate in compliance with the ethical rules established in the Code. The Code recipients are all personnel of GVS Group and third parties with whom it maintains relations.




Find out more about our
 "Code of Ethics"

With this in mind, managers have the task of preventing possible risks of unethical conduct, so as to reduce the likelihood of it occurring; whilst employees and collaborators must understand the rules of good conduct and immediately report any possible violation of human rights and cooperate in case of investigation.

Compliance with the provisions of the Code of Ethics is an integral part of the contractual obligations of all those who work in the name of and on behalf of one of the Companies of the Group.

Furthermore, the GVS Code of Ethics for Suppliers was published in 2022, the observance of which is a condition *si ne qua non* for being part of the GVS value chain.



Find out more about our
 "Supplier code of Conduct"

Equal opportunities

Equal opportunities are guaranteed from the selection and recruitment of personnel and continue throughout the employee's working life. GVS prohibits any form of discrimination on the basis of gender, sexual orientation, age, marital status, physical appearance, nationality, disability, political or religious beliefs, and any form of abuse or harassment in the workplace, or any behaviour that violates the freedom and dignity of the employee. Furthermore, the Company strongly condemns slavery, human trafficking and the exploitation of labour, whether child, forced or under threat of corporal punishment.

The GVS work environment is based on inclusion and respect, it is multicultural and aimed at the application of gender equality.

Particular attention is paid to respect for fundamental human freedoms and the principles of non-discrimination, especially with regard to the most vulnerable groups, such as women, children, the disabled, LGBTQ+ people, migrants and asylum seekers, and people belonging to ethnic and religious minorities.

Pay gap

Equal pay is something that GVS keeps constantly under control, through the Human Resources Department at GVS's head office in Italy and Managers in local offices. For example, in some manufacturing plants such as GVS UK there is annual gender pay gap reporting.

GRI 406-1 Incidents of discrimination and corrective action taken

GVS places respect for human rights at the basis of its values and orients its *modus operandi* towards the protection of people. There were no incidents of convicted discrimination during the reporting period. All employees or third parties with whom the Group has business dealings must, if they become aware of any discriminatory action, report it to the Legal Department.

Training employees on human rights policies or procedures

Employees are constantly trained on policies and procedures concerning human rights' aspects relevant to the Group's activities.

The table below shows some numerical information, of a non-financial nature, related to the protection of human rights.

GRI 2-24	UoM	2022	2021	2020
Total number of hours devoted to training on human rights policies or procedures that are relevant to activities	N.	1,224.00	1,302.25	914.09
Percentage of employees who have been trained on policies or procedures concerning human rights aspects relevant to their activities	%	32%	65.83%	59.71%