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 The Company considers the value of human resources as an indispensable development tool for the entire Group.

The Company considers the value of human resources as an indispensable development tool for 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 Group objectives, an incentive system has been devised to maximise the performance of each employee. The entire process is aimed at increasing the motivation of employees by maximising the level of satisfaction of individuals in relation to their working environment and the achievement of their goals.

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 remuneration for 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. With this aim in mind, the Company is promoting specific programmes 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.

The Company categorically rejects any form of discriminatory attitude, not only relating to gender, ethnicity or religious belief, but also to economic, personal or social conditions, as well as any form of harassment, whether it be bullying, physical or moral violence.

From the impact analysis and dialogue with employees, material themes emerged:

- Employee health and safety
- The enhancement of human capital
- Staff welfare

Employee health and safety

The commitment to protecting and promoting the health and safety of workers in the workplace is one of the Group's key priorities.

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. In verification of this process, periodic audits are carried out to identify risks and implement corrective/preventive actions.

The enhancement of human capital

In the area of human capital development, the following risks have emerged for all Group companies, regardless of their activity:

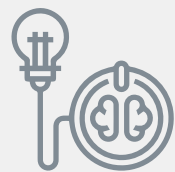
- high turnover, which could lead to the premature loss of important knowledge from the Group's workforce;
- inadequate vocational training activities;
- risk of decreasing staff motivation levels;
- lack of objective assessment of performance;
- company policies and practices that do not adequately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

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

GVS S.p.A. has defined a procedure for the management of human resources which has the objective of describing the activities to guarantee 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, the Company has formally established its commitment to the above prerogatives 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 depends directly on the personal skills of the resource, and therefore on the complex of 5 dimensions that each employee 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: The selection process is a key element in the recruitment of new resources within the Group. The planning of placement needs is closely related to the Business Plan, which contains the general objectives of structure sizing, education and training.

Education and training: 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.

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.

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.

Employee welfare

GRI 401-2 Employee Welfare and Benefits

The GVS Group implements a set of initiatives aimed at maximising employee well-being and helping to maintain a high quality of life.

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.

Again for 2022, Gvs Spa maintains 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.

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 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.

At the end of 2022, the refreshment area renovation project for GVS spa was completed, through which a bright and comfortable space was created for all employees.



In 2022, Gvs do Brasil continued to fund 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.

Information on employees

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

GRI 2-7 Employees

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

GRI 2-7 ¹⁴	2022			2021			2020		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Italy	384	435	819	231	180	411	209	155	364
Permanent	383	435	818	227	180	407	201	152	353
Fixed-term	1	0	1	4	0	4	8	3	11
Europe (excluding Italy)	172	695	867	200	764	964	238	724	962
Permanent	165	549	714	188	503	691	224	494	718
Fixed-term	7	146	153	12	261	273	14	230	244
America	1,186	1,242	2,428	624	701	1,325	637	691	1,328
Permanent	1177	1208	2385	618	689	1,307	628	667	1,295
Fixed-term	9	34	43	6	12	18	9	24	33
Asia	219	536	755	104	160	264	100	153	253
Permanent	199	449	648	104	160	264	100	153	253
Fixed-term	20	87	107	0	0	0	0	0	0
Total	1,961	2,908	4,869	1,159	1,805	2,964	1,184	1,723	2,907

Below is the total number of employees divided into Full Time and Part Time

GRI 2-7 ¹⁵	2022			2021			2020		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Full-time	1,957	2,874	4,831	1,239	1,920	3,159	1,502	2,234	3,736
Part-time	4	34	38	5	31	36	2	26	28
Total	1,961	2,908	4,869	1,244	1,951	3,195	1,504	2,260	3,764

¹⁴ The table does not include "on-call personnel" as this type is not used by the Group.

¹⁵ In 2020 and 2021, the figure also included the number of contracted workers.

Below is the number of workers not directly employed by GVS.

GRI 2-8	2022			2021			2020		
	Men	Women	Totale	Men	Women	Totale	Men	Women	Total
Number of workers who are not employees	57	25	82	85	146	231	320	537	857

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	Employees hired								
	2022			2021			2020		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Italy	55	92	147	57	54	111	21	12	33
<30	32	33	65	24	8	32	8	5	13
30-50	20	52	72	29	41	70	13	6	19
>50	3	7	10	4	5	9	0	1	1
Europe (excluding Italy)	31	163	194	83	419	502	68	277	345
<30	20	59	79	43	125	168	24	72	96
30-50	9	83	92	27	210	237	32	152	184
>50	2	21	23	13	84	97	12	53	65
America	868	770	1,638	390	685	1,075	447	689	1,136
<30	332	425	757	184	366	550	257	339	596
30-50	456	277	733	173	294	467	164	309	473
>50	80	68	148	33	25	58	26	41	67
Asia	52	194	246	51	72	123	128	261	389
<30	20	44	64	16	24	40	83	134	217
30-50	28	150	178	31	48	79	45	127	172
>50	4	0	4	4	0	4	0	0	0
Total	1,006	1,219	2,225	581	1,230	1,811	664	1,239	1,903

GRI 401-1	Employees made redundant								
	2022			2021			2020		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Italy	68	63	131	24	12	36	8	4	12
<30	27	17	44	6	1	7	2	1	3
30-50	27	22	49	13	8	21	5	2	7
>50	14	24	38	5	3	8	1	1	2
Europe (excluding Italy)	58	232	290	108	381	489	65	176	241
<30	20	53	73	47	135	182	28	49	77
30-50	28	135	163	42	193	235	26	94	120
>50	10	44	54	19	53	72	11	33	44
America	969	572	1,541	489	749	1,238	276	442	718
<30	741	321	1062	243	393	636	150	212	362
30-50	153	194	347	195	301	496	109	206	315
>50	75	57	132	51	55	106	17	24	41
Asia	61	243	304	107	197	304	72	195	267
<30	23	56	79	38	54	92	49	100	149
30-50	36	184	220	69	141	210	22	95	117
>50	2	3	5	0	2	2	1	0	1
Total	1,156	1,110	2,266	728	1,339	2,067	421	817	1,238

GRI 401-3 Parental leave

The Group provides parental leave for new parents, which is why the table below provides various numerical information about the staff with the right (which arises at the time the condition starts) to parental leave.

GRI 401-3 ¹⁶	Parental leave								
	2022			2021			2020		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Total number of employees entitled to parental leave	61	78	139	1,185	1,896	3,081	1,269	1,933	3,202
Total number of employees who took parental leave	57	71	128	11	61	72	14	47	61
Total number of employees who returned to work during the reporting period after taking parental leave	55	39	94	10	33	43	14	39	53
Rate of return to work of employees who took parental leave	96%	55%	73%	91%	54%	60%	100%	83%	87%

For GVS, it is important to provide parental leave for new parents and, above all, to give them equal opportunities to be present with their newborns. Paternity leave has been shown to support more equal parental responsibility and has a great positive effect on a mother's life after childbirth, with partners increasingly involved in childcare and household activities.

¹⁶ In 2021 the incorrect assumption was made that all were entitled without taking into account that the right arises at the time of the onset of the condition.



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

Details of the total training hours per capita are given below

GRI 404-1 Average number of hours of training per year per employee	2022		2021		2020	
	Men	Women	Men	Women	Men	Women
Direct	21.08	20.42	27.7	28.27	22.07	22.46
Indirect	11.87	17.40	24.62	28.26	22.16	24.84
of which are Management	13.22	20.19	9.99	13.83	8.64	8.61
Total	16.31	19.62	26.16	28.26	22.11	23.65

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	2022		2021		2020	
	Men	Women	Men	Women	Men	Women
Direct	71 %	77%	93%	83%	48%	54%
Indirect	86%	72%	91%	84%	83%	73%
of which are Management	77%	67%	35%	34%	32%	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	2022											
	<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	2022					
	<30		30 - 50		>50	
	%M	%W	%M	%W	%M	%W
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). We report 2022 and 2021 in two separate tables for ease of reading.

GRI 405-1	2022											
	<30			30 - 50			>50			Group		
	M	W	Tot	M	W	Tot	M	W	Tot	M	W	Tot
Direct	423	566	989	382	1,303	1,685	135	422	557	940	2,291	3,231
Indirect	295	176	471	499	345	844	221	102	323	1,015	623	1,638
of which are Management	13	27	40	83	70	153	34	13	47	130	110	240
Total	718	742	1,460	881	1,648	2,529	356	524	880	1,955	2,914	4,869

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	2022					
	<30		30 - 50		>50	
	%M	%W	%M	%W	%M	%W
Direct	42.77%	57.23%	22.67%	77.33%	29.73%	75.76%
Indirect	62.63%	37.37%	59.12%	40.88%	66.48%	31.58%
of which are Management	32.50%	67.50%	54.25%	45.75%	71.74%	27.66%
Total	4918%	50.82%	34.84%	65.16%	43.58%	59.55%

GRI 405-1	2021					
	<30		30 - 50		>50	
	%M	%W	%M	%W	%M	%W
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 403-9 Work-related injuries

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

GRI 403-9 Employees and temporary workers	2022	2021	2020
The number of deaths resulting from accidents at work	0	0	0
The number of accidents at work with serious consequences (excluding deaths)	0	1	2
The number of recordable occupational accidents	45	71	78
Ongoing	13	11	7
At work	32	60	71
Hours worked	8,197,551	7,726,036	7,922,861
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	0.03	0.045
The rate of recordable occupational accidents	1.1	2.0	2.0

During 2022, the number of serious and non-serious accidents decreased.

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 and analysed at the various training sessions. The actions taken to reduce the main accident risks listed above follow the risk reduction hierarchy and are systematically monitored by the Health and Safety Manager of each plant.

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.

GRI 403-10 Employees	2022	2021	2020
The number of deaths resulting from occupational diseases	0	0	0
The number of cases of occupational diseases recorded	0	3	5

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"](#)

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

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%

