

Sustainability Report

Year 2024







Sustainability Report

2024







Company profile

GRI 2-1 • GRI 2-2 • GRI 2-6

GEMELS S.p.A. is an Italian manufacturer of ball valves and quick couplings since 1969.

The company, thanks to a successful and effective rise over the years, has managed to achieve important goals which have enabled it in recent times to invest more and more in the electrical sector by setting up a dedicated division, and introducing quick couplings and electric motors for earthmoving and lifting equipments into its range.

GEMELS S.p.A. has expanded by acquiring new locations in Italy and opening foreign branches.

The R&D department studies customized solutions for customers based on their applications and designs synchronous electric motors. Thanks to its specialized and dedicated staff, it responds to customers' most complex requirements in a timely and effective way.

This report refers to the company's registered office, located at Via Gambirasio, 20/22 - 24069 Trescore Balneario (Bergamo). GEMELS also has a subsidiary in the United States, GEMELS NORTH AMERICA, located in:

- Billing Address: 1800 West Loop South – Suite 1600 – Houston, TX 77027
- Warehouse & Distribution Centre: 2351 US Route 130 – Dayton, NJ 08810

The company has operational facilities (offices, factories, warehouses, land, etc.) with a total area of 5,600 square meters.

The company's main product (understood as the output of the production process) is ball valves.

The company's sales are aimed at industries in the foreign, national and local markets.



Sustainability Report 2024

Summary

Company profile	5
Reporting information	9
Stakeholder Engagement	12
Environment	17
People	23
Network and Territory	29
Business and Innovation Model	33
Leadership and Governance	37
Suggested actions	40
Index of GRI	42



“

Like many years ago, when even the future was better

It would be nice to go back to the past, when the future was full of hope, when improvements could be seen in the future, unlike today where the future is clouded by dangers and difficulties.

We want to build a tomorrow where sustainability, equity and progress become by synonymous with well-being for all.

The best future is the one that reconnects us to the values that really matter, leaving something better than what we are finding.

”



Reporting information

GRI 2-3 • GRI 2-4 • GRI 2-5

The company publishes its results regarding environmental and social sustainability in a special report, starting in 2024 and on an annual basis.

The sustainability report has been prepared in accordance with the GRI Sustainability Reporting Standards, defined in 2016 by Global Reporting Initiative (GRI Standards) and update in 2022, in association with the Sustainability Accounting Standards Board (SASB) for the definition of material issues.

This sustainability report is prepared with reference to the GRI by ESG-VIEW (www.esg-view.com).

✓ **GRI Sustainability Reporting Standards Sustainability**

✓ **Accounting Standards Board (SASB)**

This declaration is published on GEMELS S.p.A. website, www.gemels.it.
It's possible to request information at gemels@gemels.it.

The report was based on the questionnaire administered to GEMELS S.p.A. by Synesgy and relates to the period 01/01/2024-12/31/2024.



Benchmark

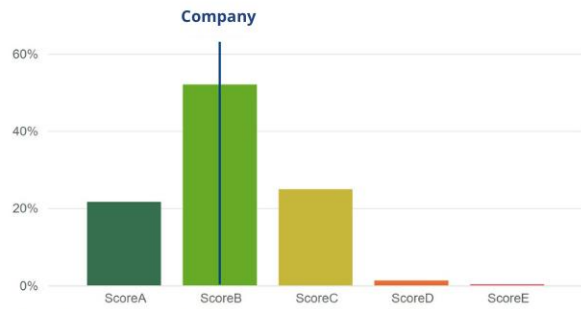
Benchmark Statistics

Macro-sector: 28-MACHINERY AND EQUIPMENT MANUFACTURING

Dimension: 3: 50-249 dip.

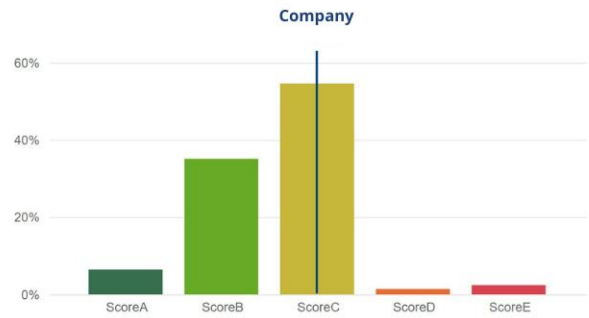
Geographical area: Northwest Italy

Distribution of companies by sector and Overall Score



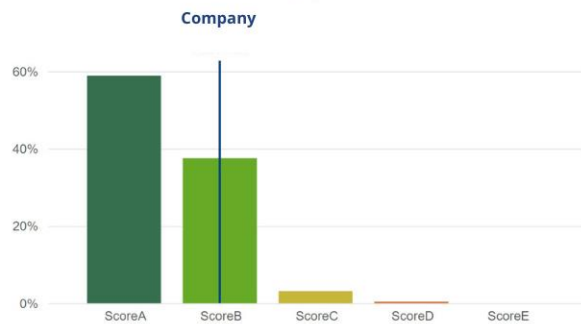
The graph shows the distribution of companies by sector according to the Overall Score.

Distribution of companies by sector and Environmental Score



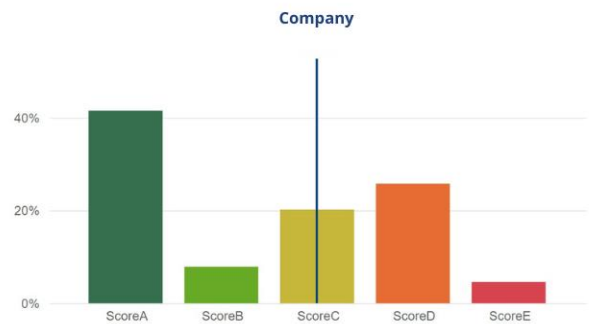
The graph shows the distribution of companies by sector according to the Environmental Score.

Distribution of companies by sector and Social Score



The graph shows the distribution of companies by sector according to the Social Score.

Distribution of companies by sector and Governance Score



The graph shows the distribution of companies by sector according to the Governance Score.

Why was it important to fill out the Synergy questionnaire?



It allowed the company to create a virtuous circle with its customers, suppliers and all stakeholders.

It relies on a platform that allows the validation of data already included in the databases of CRIF Ratings.



It's a questionnaire that can be used in all recognized banks, as it is based on international measurement criteria (GRI-SDGs).



It is constantly updated according to the evolution of reporting regulations.



You can hand out the questionnaire to your suppliers to track the Supply Chain Score.



Data are shared in real time.



Stakeholder Engagement

GRI 2-29

The goal of Stakeholder Engagement

The goal of strengthening a sustainable business model involves not only monitoring and improving environmental and social impacts, but also the need for dialogue and discussion with stakeholders. The ability to understand and assess the needs and expectations of stakeholders is particularly important with a view to sharing a common value aimed at improving the impact, quality and efficiency of corporate services and, at the same time, the well-being of stakeholders who directly or indirectly relate to the company. Thanks to the activity of listening/ comparing with various stakeholders and local actors, it is possible to create the conditions for guiding the sustainability strategies of the company itself, defining objectives in the common interest. GEMELS S.p.A. identified stakeholders and related activities, defining the level of involvement in view of the functions and instruments of comparison and dialogue. GEMELS S.p.A.'s system of relations with its stakeholders includes activities, tools, channels and methods of engagement that take into account the different profiles and needs of stakeholders and the overall structure of the institutional system.

Stakeholder	Tasks involve	Expectation	Business	Engagement tools	Answer
Company: Investors and stakeholders	Directions, general affairs, business area, communication and Pr	Sharing quality standards, planning services and activities, comparing impacts and outcomes	Several meetings during the year	Meetings, presentations, communication exchanges, surveys on environmental sustainability issues	Submission of projects, plans, reports and budgets
Employers and labour representatives	Human Resources	Sharing values, goals	Meetings and activities, meetings with union representatives scheduled	Assemblies, training sessions, dedicated meetings, refreshment areas, dedicated surveys, observatory	Labor agreements
Customers	Commercial Area	Increased knowledge of expectations	Meetings and activities, scheduled during the year	Customer satisfaction surveys, newsletters, meetings and surveys with environmental sustainability theme	Investigation outcome presentation
Suppliers of goods and services	Purchases	Wide demand guarantee	Several meetings and contacts during the year	Selection procedures, exchange of documentation, meetings	Contracting
Institutions	Directions	Compliance with rules and regulations, compliance with contracts and regulatory updates	Periodic meetings	Meetings and exchange of communications also in relation to regulations stipulated in contracts	Reports, surveys, budgets
Banks and financiers	Directions	Economic, financial asset and soundness and sustainability	Not periodic, but aimed at specific projects	Meetings and communication exchange	Analysis reports, trade agreements
Local communities and collectives	Communication and pr	Creating shared value	Various activities for analysis and comparison	Communication and marketing campaigns	Events, open spaces, initiatives open to the public

SDGs: ONU sustainable development goals



On September 25th, 2015, the governments of 193 ONU member countries signed the 2030 Agenda for Sustainable Development.

An action programme approved by the ONU General Assembly, which includes 17 specific Sustainable Development Goals, framed within a larger program of action that includes a total of 169 targets or goals.

The 17 Goals engage governments and nations but also every single company. The ESG principles are the declination of what businesses must do.

Environmental

- ✓ Fossil fuel dependence
- ✓ High water footprint
- ✓ Complicity in deforestation
- ✓ Waste Disposal

Social

- ✓ Conflicts with local communities
- ✓ Attention to the safety and health of employees
- ✓ Protection of diversity
- ✓ Proper interpersonal relationships among employees

Governance

- ✓ Disproportionate bonuses compared to employees' salaries
- ✓ Involvement in scandals related to corruption
- ✓ Opening offshore branches for the purpose of evade taxation

GEMELS S.p.A.'s SDGs

The Synesgy questionnaire has allowed GEMELS S.p.A. to map materialities and issues in the field of sustainability, thus highlighting the most relevant facts achieved in the reporting year considered and provide its stakeholders with an immediate, but above all certified picture - as it meets internationally recognized standards - of its own activities. The path of awareness started has led to the highlighting of a virtuous path by GEMELS S.p.A. and witnessed by the concordance of its actions with 6 of the 17 SDGs (Sustainable Development Goals) parameters recognized by the United Nations.



Health and Wellness

Ensuring health and wellness for all.



Clean and affordable energy

Integrate low-impact solutions into your production cycle by using sustainable energy sources



Respectable work and economic growth

Promote full and productive employment, respectable working conditions and stimulate lasting economic growth.



Business, innovation and infrastructure

Resilient infrastructure, sustainable industrialization and innovation.



Responsible Consumption and Production

Ensuring sustainable patterns of production and consumption



Fight against climate change

Promote actions, at all levels, to combat climate change.

The tracking of issues thanks rough Synesgy and the 26 materialities, which can be traced back to ESG areas, based on this emergence, has initiated a real path of awareness involves, through multiple communication channels, all stakeholders.





Environment





Managing environmental impacts

GRI 305-5

Organizations may be affected by impacts either through their own activities or through their business relationships with other entities. It is crucial, therefore, for the company to identify the impacts it causes, but also those that it helps to cause and that are directly related to its activities, its products or services through a commercial relationship. In this context, the virtuous company is the one that highlights these impacts and identifies strategies to avoid, mitigate, remedy the negative impacts or further improve the positive ones.

The company holds ISO 14001 certification (Environmental Management).



ISO 14001 Environmental management

The company does not currently have any initiatives underway to reduce its environmental impact, but it is planning to take action in this regard. In fact, an environmental consultant has been hired to conduct analyses regarding pollution so that Gemels can then measure air emissions.

Materials

GRI 204 • GRI 301-1 • GRI 301-2 • GRI 301-3 • GRI 303-1 • ESRS E5-4

The company's attention to the materials used and their impact on the environment is of paramount importance, not only regarding the production phase of the products, but also throughout the life cycle of the product itself.

The raw materials used as production inputs and the overall quantities used in the company are:

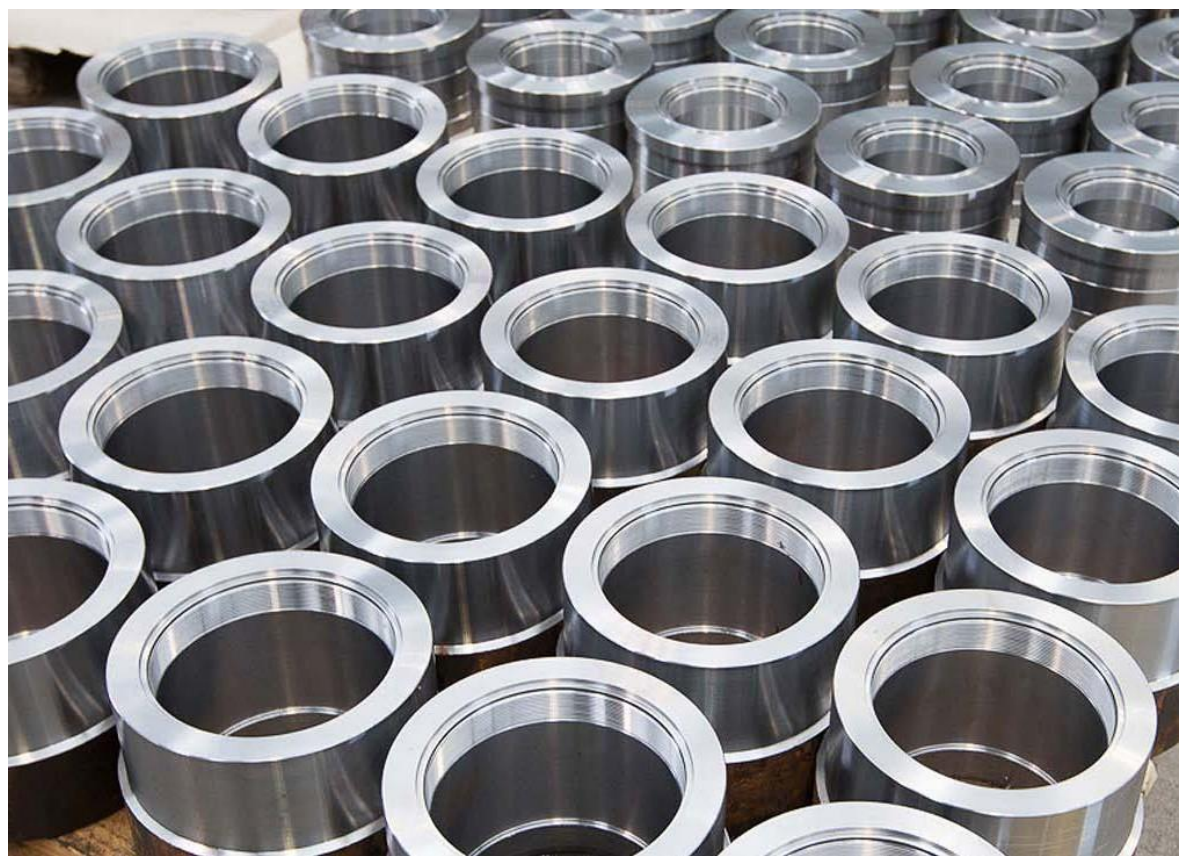
Metals	1295030.19 ton
--------	----------------

Recycled or reused raw materials used as production inputs in the company account for more than 50 percent of the total raw materials used.

In the production process, the company uses recycled raw material, waste and scrap materials that are recovered, processed, and then reused to recreate the same or different products.

As part of its activities, practices and procedures are adopted to ensure the recycling/recovery of waste through the sale/sale of waste to third parties for reuse and collaboration with other parties (including those outside the industry and supply chain).

For example, one such collaboration is the sale of chips aimed at their recovery.



Energy

GRI 302-1 • ESRS EI-5

Energy consumption for the company, associated with forms of rationalization, represents a fundamental parameter for describing the impact it has not only in terms of efficiency, but also in terms of its impact on the environment. The monitoring system, in terms of energy used/distributed/saved, allows the company to identify the areas in which it is most necessary to intervene for a better rationalization of resources, with a view to an increasingly better strategy for its efficiency.



957.068 kWh Annual consumption of electricity

Electricity consumed in company-owned and leased offices in the last budget reporting period (es. 1 January – 31 December) is 957.068 kWh.

The value of energy used by the enterprise from fossil sources is 47%.

Water and water discharges

GRI 303-5 • ESRS E3-4

Managing water resources in a sustainable manner is of paramount importance to the organization's impact on environmental issues, considered as a shared asset to be preserved.

Working with stakeholders in this context is essential for the organization to manage water resources sustainably as a shared asset and to take into account the needs of other users in the watershed. Together with stakeholders, the organization can set collective goals for water use, increased investment in infrastructure, policy advocacy, capacity building, and awareness raising. Therefore, it is important in this context to involve its stakeholders, starting with those internal and closest to the company-employees, nonemployee workers, consultants, and suppliers, first and foremost-to share best practices in terms of rationalizing water resources and making better use and utilization of them.

The company's water consumption in the last reporting period is 1,700 m³.



1.700 m³ Yearly water consumption

Waste

GRI 306-2 • GRI 306-3 • ESRS E5-1 • ESRS E5-5

In the context of GRI Standards, the environmental dimension of sustainability concerns the impacts of an organization on living and non-living natural systems, including soil, air, water and ecosystems. In this framework, it engages the issue of waste, which can be generated by the organization's own activities, but can also be generated by upstream and downstream players in the organization's value chain.

Waste, therefore, can have significant negative impacts on the environment and human health if poorly managed.

The total amount of corporate waste generated in the last reporting year (e.g. 1 January – 31 December) is 567.61 ton.

The company, in its locations, differentiates:

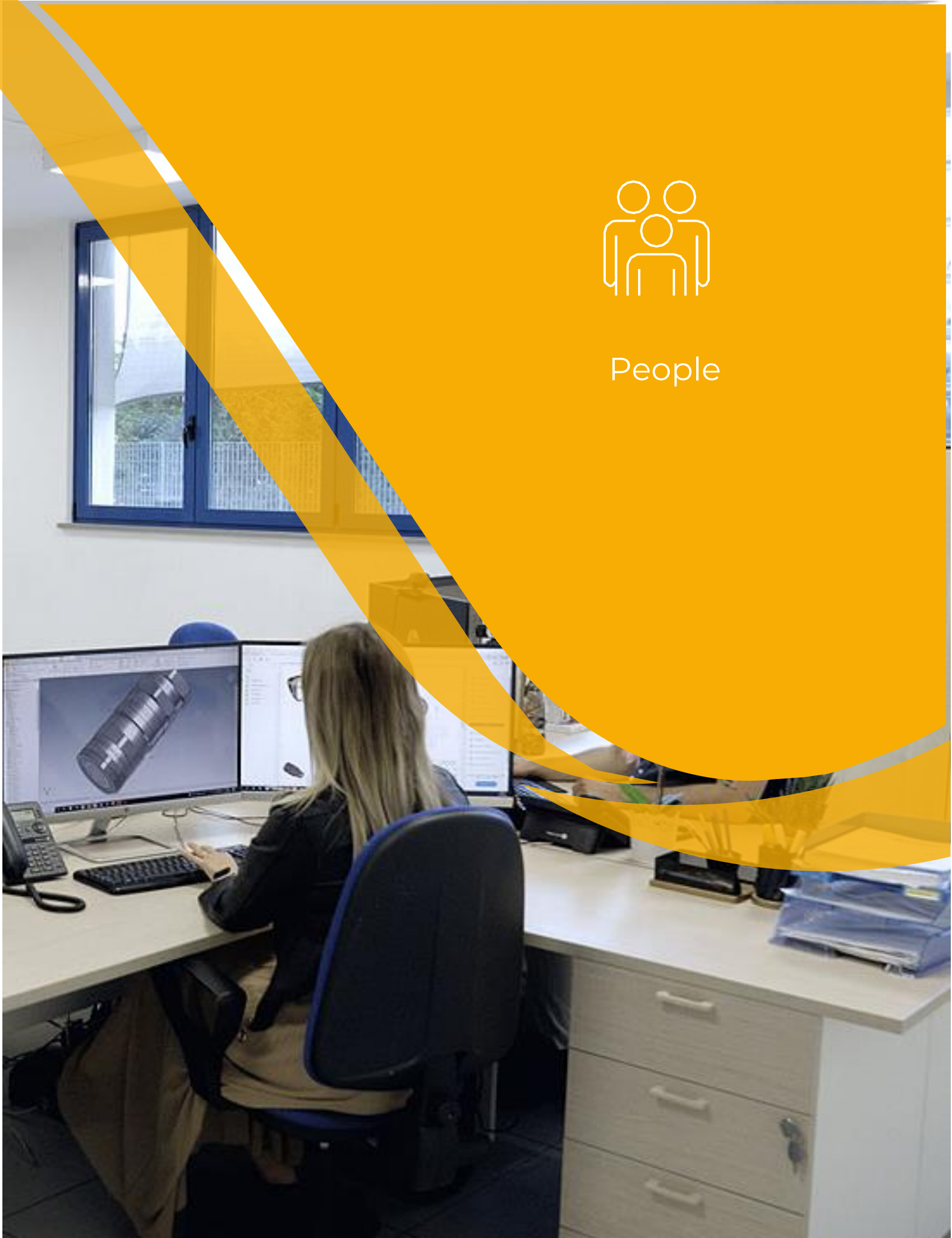
- paper;
- shavings;
- computer equipment;
- glass;
- plastic;

During the productive process, the company produces dangerous waste, which it manages and treats through selective disposal as required by regulations.





People





Employment

**GRI 2-7-a • GRI 2-7-b • GRI 401-2 • GRI 403-1 • GRI 403-2 • GRI 403-5 • GRI 403-9 • GRI 405- 1 • GRI 405-2 • ESRS S1-6 • ESRS S1-9 • ESRS S1-11 • ESRS S1-12 • ESRS S1-14 • ESRS S1-15
• ESRS S1-16**

Fundamental is understanding the organization's approach to employment and job creation, as well as to recruitment, selection and retention of staff and related practices, including the working conditions it offers. The stability of its workforce from a contractual perspective, linked to internal welfare policies, are foundational elements for the organization to ensure high productivity performance. An appropriate work environment, that promotes social inclusion and work-life balance of employees, values diversity and offers equal opportunities, accompanied by welfare tools, improves the company's performance and strengthens the organization's ability to adapt to events of an extraordinary nature.

The company holds ISO 45001 (Worker Health and Safety Management) certification.



ISO 45001 Worker health and safety management

The company has adopted and made public on its website policies regarding the issues of equity, diversity and inclusion (topics covering the issue of discrimination based on gender, race, religion, gender or sexual orientation) and procedures regarding the issue of respect for human rights (labour child, forced or compulsory labour).

The number of female employees, interns/trainees and self-employed women by job category:

Office workers	19
Workers	3
Internship/traineeship	1

The number of male employees, interns/interns, and self-employed workers by occupational category:

Office workers	5
Workers	26

The percentage difference in average taxable gross pay by most represented occupational category between men and women is 95%.

The ratio of the highest remuneration in the company to the median remuneration (in terms of times) is 1.5.

The percentage of total employees belonging to protected categories under L. 68/99 or disadvantaged persons under L. 381/91 and/or underrepresented minorities is 3.7%.

The percentage of total employees by contract type:

Open-ended contract	91
Fixed term contracts	9
Part-time	6

The number of accidents that occurred in the past 5 years was less than 3.



**83,474 hours worked in
one year**

The hours worked during the last budget reporting period (e.g., Jan. 1-Dec. 31) by all employees are 83,474.

Regarding corporate welfare, the firm:

- Provides facilities for families (kindergarten/summer camp/ scholarship);
- Provides conventions with local businesses (fuel vouchers/spending vouchers/discounts);
- Consents to flexible hours/smart working.

The company applies additional internal policies and/or procedures, supplementing the Standard Protocols, to ensure the occupational health and safety of its employees:

- monitoring performance with control and audit activities;
- investing in staff training and awareness.

Formation

GRI 205-2 • GRI 403-5 • GRI 404-1 • ESRS S1-13

The development and maintenance of professionalism and skills are conditions that enable companies to be able to pursue their strategic goals of creating value to the organization.

The main topics covered by the training provided during the last budget reporting period (e.g., Jan. 1-Dec. 31) were in the area of:

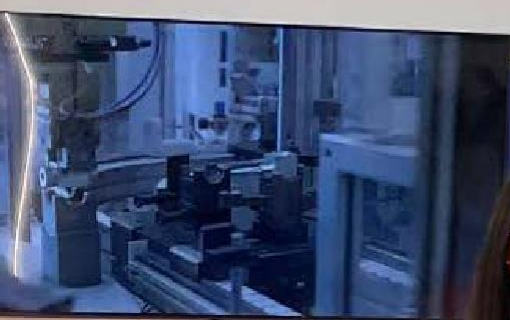
- The fight against corruption;
- Predominantly environmental content (e.g., combating waste of materials and natural resources, waste management, water resource management, efficiency in energy use, etc.);
- Health and safety at work







ITALIAN MANUFACTURER
SINCE 1969



ANK YU
ALL!



Network and Territory





Relations with clients

GRI 416-1 • GRI 417-1 • GRI 418

On the subject of customer relations, it is very important how the company considers the health and safety impacts of its customers, starting with the products and services it makes, and how these impacts are valued in the different phases of the life cycle of its business, from the development of the product concept, to the research and development phase and eventual subsequent certification. The same impact is to be researched in the stages of realization, manufacturing and production, but also in marketing, through to supply, use and the attention the company pays thereafter, including a post-sales support phase up to the end-of-life cycle of the product or service.

So, the initiatives taken by the organization to security throughout the lifecycle of a product or service and the assessments that pertain to this issue, including the increasingly important privacy and security of data, become relevant.

The company has a policy/procedure on Privacy and security of data.

There is a policy/ procedure for regular consultations with key stakeholders/holders, especially consumers and clients.

The company implements measures for the safety of end users, this is thanks to:

- detailed information on proper maintenance;
- directions for use through international symbols;
- information booklets with specifications for safe use of the product.

Products/services offered are accompanied by appropriate labelling/information regarding product disposal practices that ensure safety and environmental protection.

In relation to the sustainability of products in the use phase, the company is committed to creating especially durable products in order to encourage their reuse by users.

Infrastructure investments and funded services

GRI 203-1 • GRI 413-1

The economic dimension of sustainability covers the impacts of an organization on the economic conditions of its stakeholders. It also concerns the impacts of an organization on economic systems at local, national and global levels.

Economic impact can be defined as a change in the productive potential of the economy, which has an influence on the well-being of a community or stakeholders, as well as on long-term development prospects.

When we talk about direct economic impacts, reference is made at the consequences of the financial transactions and of flow of money between an organization and its stakeholders and are especially important when evaluated in relation to improving the conditions of stakeholders, not only directly related to the company's own activities, but connected to the additional impacts they may have.

The investments made by the company respond to national and international sustainable development goals. Investment, innovation, technology development, and the research of quality are key elements in economic strategies, as they create a true multiplier effect that benefits a wide range of stakeholders.



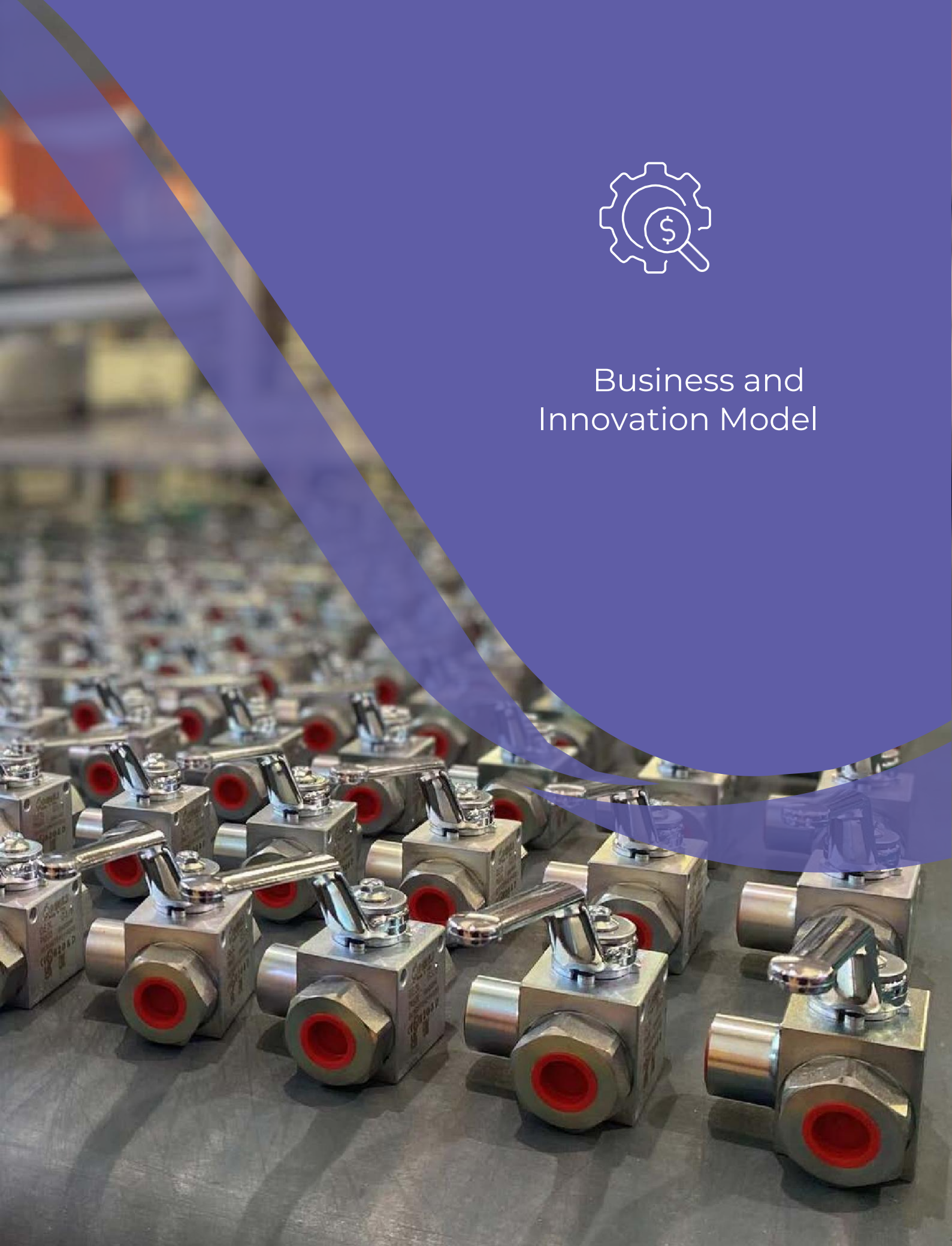
The company makes donations, sponsorships and charitable gifts to benefit the community in the area in which it operates.

The company invests in R&D with a focus on sustainability (in collaboration with research centres, universities and Start-ups).





Business and Innovation Model





Suppliers and procurement practices

GRI 2-22 • GRI 2-23 • GRI 2-25 • GRI 204-1 • GRI 307 • GRI 308 • GRI 414-1 • ESR5 E5-5 • ESR5 S2-1 • ESR5 2 GOV-1 • ESR5 2 G1-2

As part of the organization's relationships with its suppliers, an extremely important chapter concerns their environmental assessment, by which is meant the commitments that suppliers make in terms of sustainability and behaviour consistent with these themes. With a view to constant improvement of impacts and mitigation of negative ones, the organization is increasingly brought to assess the compliant behaviours of suppliers in terms of social, economic and environmental impacts since these impacts directly and indirectly reflect on the company's own value chain.

Thus, on the one hand, the organization is led to monitor the behaviours of suppliers and, on the other, to define strategies and actions to limit the negative impacts.

The company revised its strategy to take the opportunities of the new development model focused on sustainability: in particular, it implemented a change to the product catalogue and investments aimed at technological improvement.



ISO 9001 Quality management system

The company has the certification ISO 9001 (Quality Management System).

The company provides for an evaluation of suppliers on ESG, specifically:

- On the possession of environmental certifications;
- On their geographical proximity;
- On holding social certifications (in health and safety).

The policy on respect for human rights, has also been extended to the supply chain.

The percentage of company products that can be considered recyclable/reusable is over 50%.

As part of its activities, the company contributes to the development of tools that are innovative and efficient in terms of energy consumption and/or emissions.

Product design considers a design that facilitates recycling, repair, and reuse processes (e.g., simplified product shape, facilitated separation of components, ease of decomposition to facilitate repair of damaged parts, etc.).







Leadership and Governance





Governance

GRI 2-22 • GRI 2-23 • ESRS 2 GOV-1

The organization's governance structure, composition, knowledge, and roles are important in understanding how the management of the organization's impacts on the economy, the environment, and people, including the impact on their human rights, is integrated into the organization's strategy and operations, also underscoring how well the company itself is “equipped” to oversee the management of impacts.

The company has revised its strategy to seize the opportunities of the new sustainability-focused development model: in particular, it has appointed a dedicated sustainability figure and implemented a change in its organizational model.

The company is insured against physical risks.



Professional ethics

GRI 2-22 • GRI 2-23 • ESRS 2 MDR-P

The organization's political commitments must be directed toward responsible business conduct, including a commitment to respect human rights.

These commitments represent the company's values, principles and norms of behaviours and mission embedded within its economic objectives. The human rights sanctioned by national and international norms, coupled with the organization's actions to prevent or mitigate potential negative impacts for each material theme are the lattice through which the company's activities must transit, deeming the political commitment as an integral part of the company's strategy. It is therefore appropriate for the company to identify its risk factors and equip itself with strategic tools to address them.

The company has adopted a Code of Conduct.

Government compliance

GRI 2-22 • GRI 2-23 • GRI 2-26 • ESRS 2 MDR-P • ESRS SI-3

An organization's compliance indicates the ability of governing bodies to ensure that operations conform to certain performance parameters or universally recognized standards. In this context, obtaining certifications attesting to the high degree of compliance of the company's business, sector or procedure become a guarantee in the eyes of stakeholders and those directly or indirectly involved in the company's value chain, with a view to reducing or mitigating negative impacts on particular issues related to sustainability, thus in the social, environmental and economic spheres.

There is a figure within the company who receives negative evidence with respect to possible malfeasance, violation of laws, or crime during their activities (Whistleblowing).

The company has adopted:

- an organization and management Model (MOG D. Lgs. 231/2001);
- a legality rating Ratin, for which 3 stars were obtained;
- an ethic code.



**3 stars obtained for
the legality rating**

Suggested actions

Corporate business and governance



- Strengthen Governance Principals.
- Consider the possibility of join Benefit companies.
- Strengthen the strategy for take the opportunity of the sustainable development model.
- Implement training on the Code of Ethics to employees, consultants and suppliers.

Water, energy and waste



- Implement initiatives to the reduction of the environment impact.
- Implement initiatives, measures, or actions to limit the impact of climate change.
- Measure corporate emissions related to air pollution to understand its environmental impact and identify appropriate improvement actions.



Staff management, Certifications and Norms

- Strengthen regular consultations with key stakeholders.
- Expand the topics being trained by including, for example, privacy issues.
- Expand topics under training by including, for example, the circular economy.
- Expand training topics by including, for example, digital innovation.



Certifications of regulations

- Create a report of the company's achievements with respect to environmental and social sustainability.



Relations with Stakeholder and Territory

- Carry out projects in schools or the community on sustainability issues.
- Start a process of collaborations with the supply chain but also with actors outside the sector and supply chain.

Index of GRI

GRI Standard		GRI Title	Chapter\paragraph	Page
GRI 2: General Disclosure 2021	2-1	Organizational details	Organization Profile	5
	2-2	Entities included in the organization's sustainability reporting	Organization Profile	5
	2-3	Reporting period, frequency and point of contact	Reporting Profile	9
	2-4	Information review	Reporting Profile	9
	2-5	External Assurance	Reporting Profile	9
	2-6	Activities, value chain and other business relationships	Employment	5
	2-7-a	Report the total number of employees and a breakdown by gender and geographic area	Employment	24
	2-7-b	Report the total number of employees by type of contract signed	Employment	24
	2-22	Sustainable development strategy statement	Suppliers and procurement practices	34
	2-22	Sustainable development strategy statement	Governance	38
	2-22	Sustainable development strategy statement	Professional Ethics	39
	2-22	Sustainable development strategy statement	Regulatory compliance	39
	2-23	Policy commitment	Suppliers and procurement practices	34
	2-23	Policy commitment	Governance	38
	2-23	Policy commitment	Professional Ethics	39
	2-23	Policy commitment	Regulatory Compliance	39
	2-25	Processes to remedy negative impacts	Suppliers and procurement practices	34
	2-26	Mechanisms for requesting clarification and raising concerns	Regulatory Compliance	39
	2-29	Approach to stakeholder involvement	Reporting information	9

GRI Standard		GRI Title	Chapter\paragraph	Page
GRI 203: Indirect economic impacts 2016	203-1	Investment in infrastructure and services supported	Infrastructure investments and founded services	9
GRI 204: Procurement practice 2016	204		Materials	19
	204-1	Proportion of spending made to in favor of local suppliers	Suppliers and procurement practices	34
GRI 205: Anticorruption 2016	205-2	Communication and training on regulations and procedures anti-corruption	Formation	26
GRI 301: Materials 2016	301-1	Materials used based on weight or volume	Materials	19
	301-2	Recycled input materials used	Materials	19
	301-3	Recovered products and their packaging materials	Materials	19
GRI 302: Energy 2016	302-1	Internal energy consumption in the organization	Energy	20
GRI 303: Water and water discharges 2018	303-1	Interactions with water as a shared resource	Materials	19
	303-5	Water consumption	Water and water discharges	20
GRI 305: Emissions 2016	303-5	Reduction of greenhouse gas emission (GHG)	Management of impacts environmental	18
GRI 306: Waste 2020	306-2	Management of significant waste-related impacts	Waste	21
	306-3	Generated waste	Waste	21
GRI 307: Environmental Compliance 2016	307		Suppliers and procurement practices	34
GRI 308: Supplier Environmental Assessment 2016	308		Suppliers and procurement practices	34
GRI 401: Employment 2016	401-2	Benefits for full-time employees that are not available to fixed-term employees or part-time	Employment	24
GRI 403: Occupational health and sa2018	403-1	Health and Employment Management System 24 occupational safety	Employment	24
	403-2	Hazard identification, risk assessment and accident investigation	Employment	24
	403-5	Training of workers in occupational health and safety	Employment	24

GRI Standard		GRI Title	Chapter\paragraph	Page
	403-5	Worker training on occupational health and safety	Training	26
	403-9	Accidents at work	Employement	24
GRI 404: Training and Education 2016	404-1	Average number of training hours per year per employee	Training	26
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity in governance bodies and among employees	Employement	24
	405-2	Ratio of basic wage and salary of women to men	Employement	24
GRI 413: Local Communities 2016	413-1	Operations with the involvement the local community, assessments of impacts and programs of development	Employement	31
GRI 414: Social evaluation of suppliers 2016	414-1	New suppliers who have been selected using criteria social	Suppliers and procurement practices	34
GRI 416: Customer health and safety 2016	416-1	Assessment of the impacts on the health and safety of categories of products and services	Customer relations	30
GRI 417: Marketing and Labeling 2016	417-1	Labeling requirements and information about products\services	Customer relations	30
GRI 418: Customer Privacy 2016	418		Customer relations	30



GEMELS S.p.A.

Via Gambirasio, 20/22

24069 Trescore Balneario

(BG) gemels@gemels.it

www.gemels.it

