

HUMAN RESOURCES MANAGEMENT POLICY

Human Resources are our key competitive and development factors.

We value and believe in our people. We provide **active leadership** and foster **trust**, openness and collaboration to develop best teamwork.

Our commitment is revealed through:

- Attract, retain and promote talented employees;
- Encourage a good working environment continuously increasing motivation, collaboration, engagement and trust between people;
- Ensure the best working conditions for all employees, granting rates and working hours in line with national and international standards and regulations, and providing specific social welfare;
- Definition of training and development plans, in order to give our people the best tools to better express their own potentials;
- Develop technical skills according to our business trends and values;
- Implement assessment paths in order to achieve maximum efficiency;
- Maintain a constant and respectful dialogue with the workers' representatives and trade unions, in order to guarantee a favorable working environment based on collaboration and communication;
- Ensure fair and adequate remuneration;
- Transparency in recruitment, matching our needs with motivation, expectation, attitude and ability of all candidates;
- Promote health and safety in the workplace, according to our Health and Safety Policy;
- Not discriminate on the base of gender, sexual orientation, race, political opinion, religion, age, family status, social origin, disability.

This Policy is communicated to our employees and it is **available to all stakeholders.**

It is assessed regularly during the Management System Review, in consistency with the Company's **mission** and **vision**.

*Giandomenico Ghella
Chairman, July 2018*

