

HUMAN RESOURCES MANAGEMENT POLICY

Human resources are our key competitive and development factor.

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

Our commitment is demonstrated through:

- Attracting, retaining and promoting talented employees;
- Encouraging a good working environment, continuously increasing motivation, collaboration, engagement and trust between people;
- Ensuring the best working conditions for all employees, granting rates and working hours in line with international and national standards and regulations, and providing specific social welfare;
- Providing training and development plans in order to give our people the best development tools to better realise their own potential;
- Developing technical skills, according to our business trends and values;
- Implementing skills assessment and acquisition pathways in order to develop our people so they can achieve their maximum potential;
- Maintaining a constant and respectful dialogue with workers' representatives and trade unions in order to guarantee a favourable working environment that is based on collaboration and communication;
- Ensuring fair and adequate remuneration;
- Including transparency in recruitment processes, matching our strategic needs with the motivations, expectations, attitudes and abilities of candidates;
- Promoting health, safety and welfare in the workplace, according to our Health and Safety Policy;
- Not discriminating on the basis of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, or sexual orientation.

This policy is communicated to our employees as part of the mandatory induction process and it is available to all stakeholders via the company's website and the intranet.

It is reviewed annually during management system reviews to ensure it is consistent with the company's mission and vision.

*Giandomenico Ghella
Chairman, March 2019*

