

HR 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 work environment getting excellent results.

Our commitment is demonstrated in the following areas, where we:

- Attract, retain and promote our talented people;
- Guarantee the best working conditions for all employees, through wages and working hours in line with national and international standards and regulations, and providing specific social welfare;
- Provide training and development plans in order to give our people the best development tools to better realise their potential;
- Ensure the development of technical skills, to support continuous innovation;
- Encourage feedback between sectors to ensure continuous improvement;
- Maintain 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;
- Ensure fair and adequate remuneration;
- Conduct transparent recruitment processes, matching our strategic needs with the motivations, expectations, attitudes and abilities of candidates;
- Promote health, safety and welfare in the workplace, according to our *Health and Safety Policy*;
- So not discriminate on the basis of age, disability, injury, ethnicity (including race, colour and nationality), gender or gender reassignment, religion or belief, sexual orientation, marriage and civil partnership, carers' responsibility, pregnancy and maternity as defined in our *EDI Policy*.

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.



Enrico Ghella
Chairman, January 2020