



FERRERO **HUMAN** **RESOURCES**

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Ferrero People / Welfare in Ferrero

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COMPANY-LEVEL SUPPLEMENTARY AGREEMENT and SOCIAL INITIATIVES



Ferrero has always supported a philosophy of **strong care of families** and attention to the need for **reconciliation between working time and family life time**.

The *Company-level Supplementary Agreement* signed on the 18th July 2018 contains two chapters called «Ferrero People» and «Welfare», within which institutes that provide attention to People and to social issues are provided.





FERRERO PEOPLE



- WELFARE on *Company-level Supplementary Agreement*
- WELFARE for each employee
- SOCIAL WELFARE for retired employees «*Anziani Ferrero*»

WELFARE for employees with children



- **Extension of Part-Time** for employees until the **children's fourth birthday**.
- Possibility of **Mixed Part-time**.
- **Re-integration training path** for mothers/fathers who are coming back to work from maternity/paternity leaves: this 8-hours training is useful so as to highlight competencies given by maternity/paternity.
- **4 half days of paid leave** for children's medical examinations (0-14 years).
- **Continuous exemption from night work** for six months from the third birthday of son/daughter.

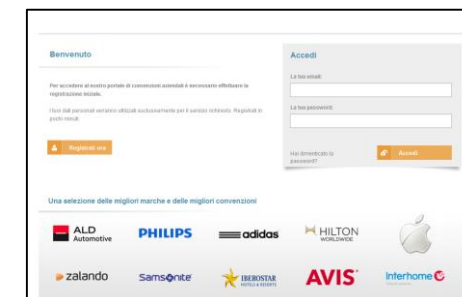
WELFARE for children

- **Summer camp** for children of employees aged between 6 and 12.
- **University enrollment:** Provision of a contribution for the coverage of **university fees** for the first year
- **One-month internship** in one of the Ferrero offices in Europe with travel and accommodation costs borne by the Company
- **Free service of pediatric-medical clinic** to guarantee adequate medical assistance to each child of Ferrero employees (0-14 years).



WELFARE for employees

- **Indemnity in case of death:** three years of annual gross salary granted by the company to the heirs.
- Confirmation of an additional **2 half days of paid leave** for assistance to spouse / parents in serious health conditions
- Incentive for enrollment in **Alifond** (supplementary pension fund): an additional individual contribution of €150 is granted to all registered workers for the duration of the present agreement
- **Second anticipation** of the termination treatment (TFR)
- **Affiliations / partnerships**



PROJECTS

- **Convertibility of PLO (Company bonus) in Welfare:** activation of a Project Group that can assess workers' real interest in this opportunity and how to implement this possible initiative.
- **«Solidarity hours-bank»:** Project group with the task of elaborating the application methods and access criteria that can allow workers to be able to transfer the holidays they have accrued to other workers in critical conditions.
- **Smart Working:** Extension of the project to all eligible employees.



INDIVIDUAL TRAINING AND PERMANENT LEARNING

The Supplementary Agreement contains the commitment to favor the widest participation of employees in Versatility Training Courses with the aim of **spreading the culture of proactivity**, involvement and mobility.

Focus on team working to facilitate the integration and collaboration among different cultures and generations.

Increase of IT and Linguistic Skills: free English and Computer Courses, which can be activated for permanent workers on a voluntary basis.

A minimum of **8 hours of training per year to be granted to each employee.**

**LET'S
GO
STUDY!**
FERRERO®



**FERRERO
HUMAN
RESOURCES**

FERRERO KINDERGARTEN



FERRERO EPIPHANY



FERRERO FOUDATION



A person wearing a blue suit jacket and a white shirt is holding a white rectangular sign with both hands. The sign has the word "QUESTIONS?" written in a large, bold, blue, sans-serif font. The background is a plain, light-colored wall.

QUESTIONS?

