

Sustainability Report 2022







 Osai

 Osai

CHAPTER 6

OUR PEOPLE

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la nostra
sono

6. OUR PEOPLE

In our philosophy, work is not only the application of man's physical and intellectual faculties intended for the production of a good or product, work is also the means by which people can achieve their goals of professional and personal growth.

To make this philosophy a reality, we are committed on a daily basis to protecting the mental and physical well-being of our people by fostering growth and skill acquisition paths, corporate welfare plans, the right balance between work, personal and family needs with the goal of tangibly improving the quality of life.

We see ourselves as one big family where everyone can find, through their work, an opportunity for personal growth and a sense of security for themselves, their loved ones and all those with whom they relate, strengthening their sense of belonging to the Company.



*our strength
is the people*

Lorenzo
(Founder of Osaì A.S. S.p.A.)

At the end of 2022, there are 212 people in the Company's workforce, growing steadily over the years with an increase of 7.6% compared to 2021.

Employees by contract type and gender*	2020			2021			2022		
	♂	♀	Tot.	♂	♀	Tot.	♂	♀	Tot.
Open-ended	145	35	180	153	37	190	167	39	206
%	98%	100%	98%	97%	95%	96%	98%	95%	97%
Fixed-term	3	0	3	5	2	7	4	2	6
%	2%	0%	2%	3%	5%	4%	2%	5%	3%
Full time	145	33	178	154	38	192	168	40	208
%	98%	94%	97%	97%	97%	97%	98%	98%	98%
Part time	3	2	5	4	1	5	3	1	4
%	2%	6%	3%	3%	3%	3%	2%	2%	2%
TOTAL	148	35	183	158	39	197	171	41	212
%	100%	100%	100%	100%	100%	100%	100%	100%	100%

* The values reported refer to the number of employees as at 31 December of each year by contract type and gender. The distinction between men and women is automatically applied by the system on the basis of the person's tax code. The distinction between full-time and part-time refers to the total number of employees regardless of the contract in place (fixed-term or open-ended). Employees have not been divided by geographic area because the reporting boundary only includes the Italian S.p.A. and not foreign subsidiaries.

In addition to employees, there are 8 temporary workers and 4 workers with professional contracts, making a total of 12 non-employed workers.

Non-employed workers**	2020	2021	2022
Apprenticeships - Internships	2	1	0
Temporary - Outsourced	1	3	8
Professional work contracts	4	4	4
TOTAL	7	8	12

** Values reported refer to the number of non-employed workers as at 31 December of each year by contract type.

The continuity and stability of an employment contract is among the primary requirements strictly necessary to ensure not only compliance with and enhancement of a career plan, but also the achievement of a life goal. We are committed, to the best of our ability, to protecting the employment development of the area in which we operate and to promote the quality and stability

of work through permanent employment contracts and in-company training insertion paths aimed at stabilization. As proof of this, all fixed-term contracts expiring during 2022 were renewed with a transition to permanent contracts.

During 2022, a total of 26 new hires were made, against 11 terminations, for an overall turnover rate of 17%.

Turnover*	2020		2021		2022	
	New recruitments	Terminations	New recruitments	Terminations	New recruitments	Terminations
Men	13	6	20	10	21	8
Rate %	9%	4%	13%	6%	12%	5%
Women	3	0	5	1	5	3
Rate %	9%	0%	13%	3%	12%	7%
Under age 30	5	0	11	2	14	1
Rate %	24%	0%	41%	7%	39%	3%
Between age 30 and 50	8	5	13	8	10	5
Rate %	7%	4%	11%	7%	8%	4%
Over age 50	3	1	1	1	2	5
Rate %	7%	2%	2%	2%	4%	11%
Total	16	6	25	11	26	11
Rate %	9%	3%	13%	6%	12%	5%

*Hiring and termination rates are calculated as the ratio of no. of employees hired and terminated in the year and the no. of employees as of Dec. 31 of each year by gender and total.

The selection process consists of a thorough assessment of candidates in terms of technical skills, soft skills, aptitudes and professional aspirations. The entire process is carried out with respect for equal opportunities and is communicated to potential candidates through a procedure published in the **"Work with Us" section** of the company website.

Candidates receive clear and comprehensive information about the organisation and the position they are applying for, so that they can understand whether the job offer represents an effective opportunity to realise their professional

and life expectations. The search and selection of candidates is carried out by qualified in-house staff.

The evaluation of profiles is developed in sharing with the heads of the functions concerned through fair and transparent systems: together we pursue the goal of enhancing skills and experience as well as enhancing the human qualities that make a candidate a new member of the corporate family.

Upon completion of the process, we notify candidates who pass the selection process of our interest through a formal written commitment

to ensure from the outset, professionalism, transparency and trust.

We believe that in the diversity of gender, age and ideas we can find that plurality of approaches, skills and visions that enable us to innovate continuously. The average age of new hires in 2022 is 33, denoting how important innovating our workforce by investing in young talents is to us. Women account for 19.3% of the total number of employees, on a steady trend over the past three years (19.1% in 2020; 19.8% in 2021).

The majority of the corporate population is made

up of the white-collar category. The average age of staff over the three-year period is 42, with a slight decrease in 2022, and average seniority increasing, demonstrating the low level of turnover. Of note is the increase in the average seniority of Managers and Middle Managers, which ensures the Company's preservation of its wealth of experience and professionalism and frames it as one that can guarantee stability and longevity through young management with a high sense of belonging.

No incidents of discrimination occurred in 2022.

Employees by role, gender and age group	2022				
	Managers	Middle Managers	Office workers	Blue collar workers	Total
Men	5	11	130	25	171
%	83%	92%	77%	96%	81%
Women	1	1	38	1	41
%	17%	8%	23%	4%	19%
Under age 30	0	0	27	9	36
%	0%	0%	16%	35%	17%
Between age 30 and 50	2	8	110	10	130
%	33%	67%	65%	38%	61%
Over age 50	4	4	31	7	46
%	67%	33%	18%	27%	22%
Protected categories	0	0	4	3	7
%	0%	0%	2%	12%	3%
Total	6	12	168	26	212

Average age and average company seniority (years) ¹	2020		2021		2022	
	Average age	Average seniority	Average age	Average seniority	Average age	Average seniority
MANAGERS	53	16.2	54	17.36	55	18.18
MIDDLE MANAGERS	47	6.6	48	8.75	48	10.35
EMPLOYEES	41	6.5	41	6.48	41	6.37
WORKERS	41	3.8	39	3.77	30	4.03
GENERAL AVERAGE	42	6.4	42	6.57	41	6.64

1. Managers are classified according to the CCNL Dirigenti Industria (National Collective Labour Agreement), while all other employees enjoy the guarantees provided by the CCNL Industria Metalmeccanica e Installazione Impianti (National Collective Labour Agreement for the Mechanical Engineering and Plant Installation Industry) and belong to our offices located in Piedmont (see chapter 1 for details on company offices).





6.1 THE WELLBEING OF PEOPLE AT THE CENTRE

The human and family dimension that makes us stand out fosters a working environment inspired by the protection of freedom, dignity and inviolability of the person, as well as principles of fairness in interpersonal relationships, which allow all employees to perform their work to the best of their ability by expressing their talents and potential.

We consistently pursue the goal of maintaining a high level of organizational well-being through careful monitoring of the business climate.

In this framework, we consider strategic the listening activity that the Human Resources function carries out on a daily basis to intercept any situations of difficulty and/or discomfort but also as an element of stimulus to improvement for the growth of resources.

As far as remuneration is concerned, we strongly believe in the concept of total reward, i.e. an extended remuneration that through various parameters aims at maximising satisfaction in the economic treatment received by people. In addition to the usual rewards related to category contract conditions, we broaden the spectrum of monetary treatment through the application of welfare policies, maintaining a positive work environment, and performance and talent management. In 2022, the ratio of annual total remuneration stood at 7.07: this value represents the ratio of the annual total remuneration of the highest paid person to the median of the annual total remuneration of all employees (excluding the aforementioned person).

Total annual salary ratio ²	2020	2021	2022
Ratio of the salary of the highest paid person to the median salary of all employees	7.39	7.06	7.07
Ratio of the percentage increase in the salary of the person receiving the highest salary to the average percentage increase in the salary of all employees ³	-	0.0	1.1

2. The total annual remuneration taken into account includes only the RAL (Gross Annual Remuneration) and not other types of remuneration, as these may also include non-divisible expense reimbursements that may lead to information that is not representative of the person's actual remuneration.

3. 2020 figure not shown because only data from the last three years were considered, as the GRI reporting came into force on 1 January 2023.

In addition to economic recognition defined according to the logic of the labour market and collective agreements, other components are added such as:

- Structured and widespread welfare at all company levels;
- Positive work environment (organizational well-being, good relationships, cohesion, job safety, work-life balance);
- Performance management (feedback culture

and multi-assessment);

- Talent management (skills mapping, growth paths and skills development).

Since 2017, a corporate welfare plan has been in operation, now extended to all employees, without differences between part-time and full-time employees, with heterogeneous interventions in the areas envisaged by the regulations to encourage corporate social initiatives in support of workers and their families. This plan envisages

and regulates forms of subsidised company loans and disbursements of advances on severance pay (TFR) beyond the limits established by law, and defines supplementary health coverage for the category health fund.

The 2022 Welfare Plan identifies 16 homogeneous groups of beneficiaries, represented according to the type of job classification, job description, company seniority and age: the recipients thanks to their "on top" ceiling can enjoy goods and services through the OSAI CARE portal.

In 2022, the ceiling made available by the Welfare Plan amounted to over Euro 316,450 divided between "Welfare On Top" and Welfare provided by the relevant CCNL (100% employees covered by CCNL). The total amount of goods and services used during the year amounted to Euro 305,112, proving to be significantly higher than the previous year's amount (Euro 237,549). The areas of greatest interest were travel and leisure activities (Euro 177,678), regulatory reimbursement claims (Euro 59,272), payments to supplementary pension schemes (Euro 35,208) and vouchers and coupons (Euro 23,996). In addition to the above, subsidized loans to employees amounted to Euro 136,705 during 2022.

Work-life balance is a recent and very broad concept that refers to the ability and possibility to balance work-life spaces.

Over the years, we have devised and implemented internal provisions aimed at protecting and facilitating work-life balance. In addition to guaranteeing the forms of leave provided in the Category Contract to deal with serious family situations, we introduced the following measures aimed at ensuring a better balance:

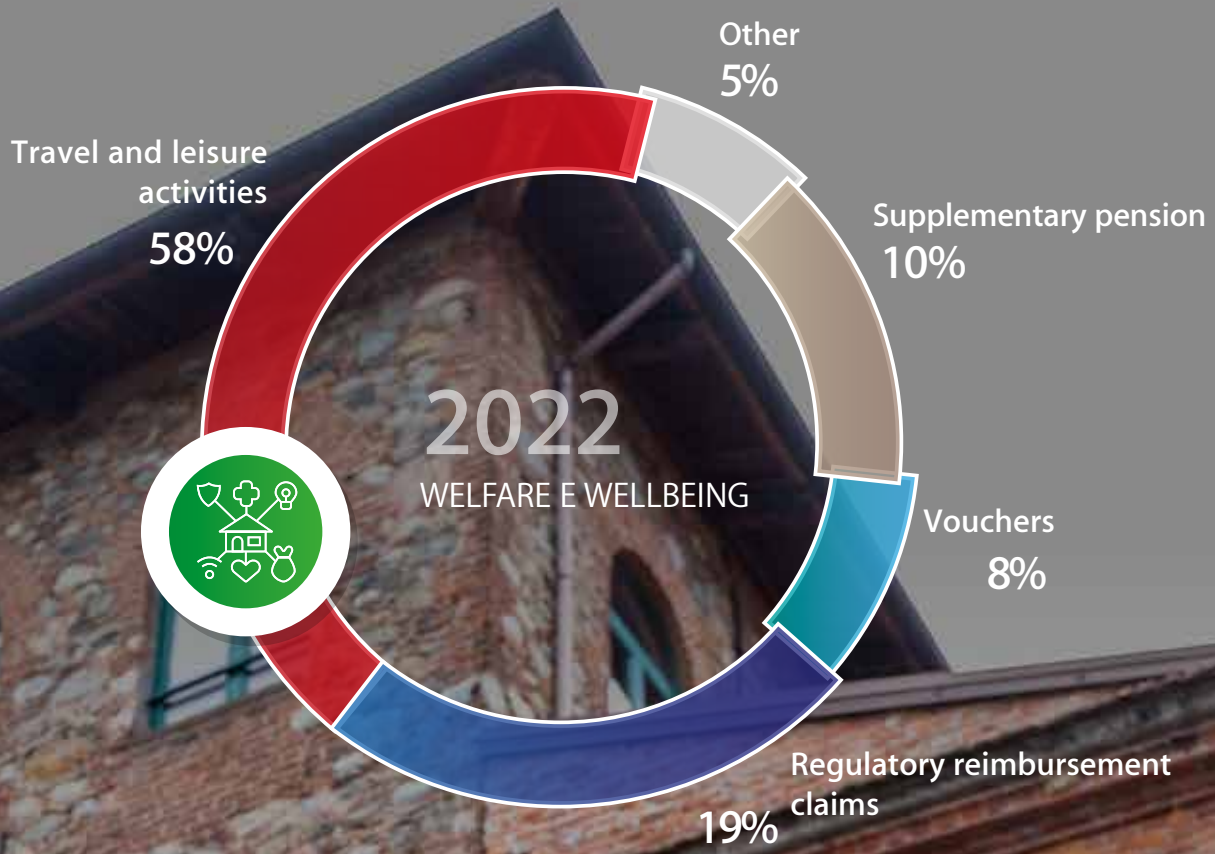
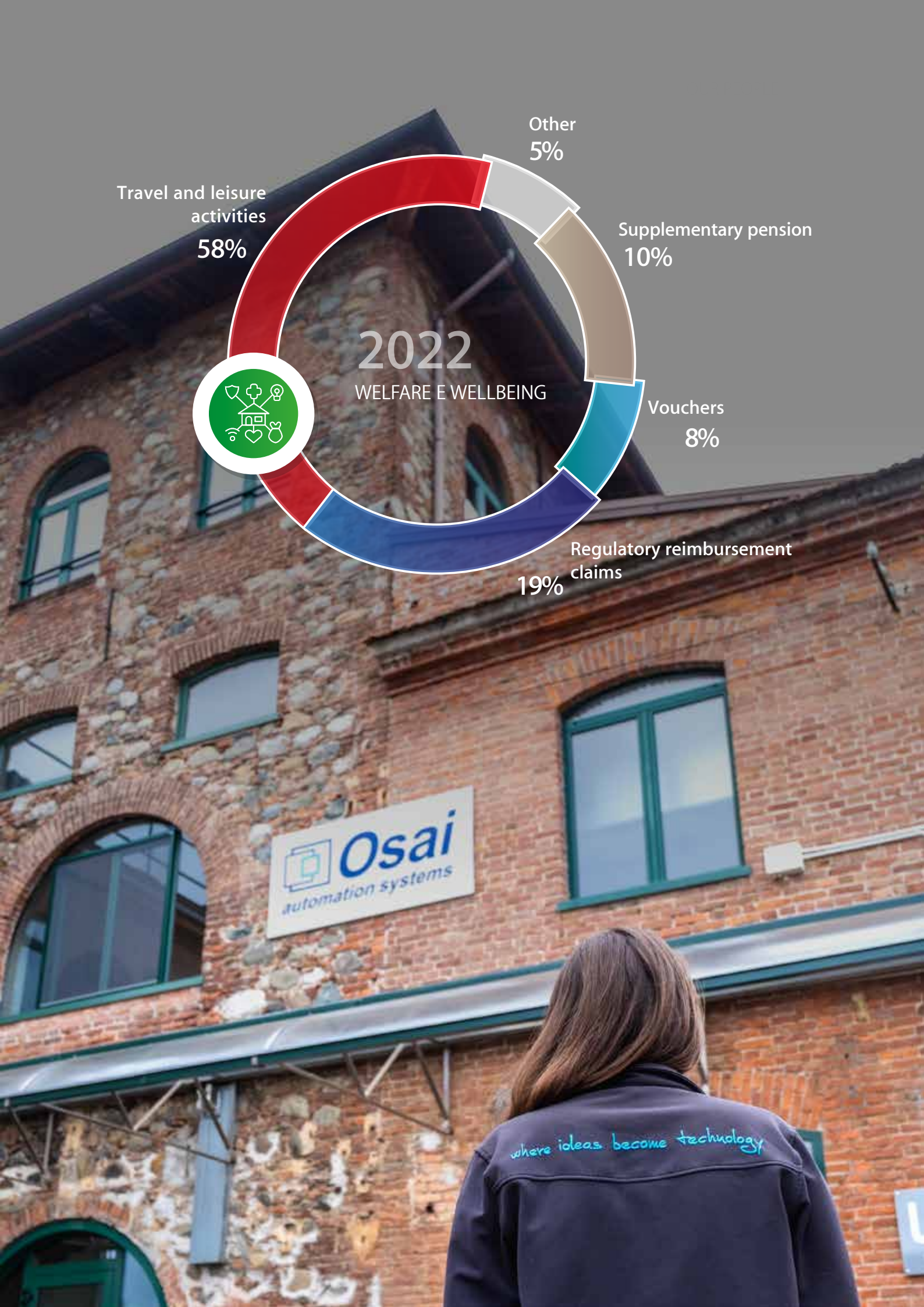
- Workday characterized by hourly flexibility;
- Ability to activate and make use of the hour bank;
- Requests for leave on short notice;
- Facilitated Smartworking: with the closure of the emergency period and from September 2022, individual agreements have been concluded that can be activated by all employees who, by type of task, can take advantage of this

working mode. In drafting the regulation, we left as much freedom as possible in terms of time flexibility and choice of location for remote work. At the end of 2022, there were 116 individual agreements in force from September 2022 to June 2023.

We believe that people's motivation and sense of belonging should be sought through solid relationships built not only through the fundamental economic reward, but also through a safe and secure environment, based on trust and cohesion, where different needs are listened to and understood.

To this end, all employees who wish to do so can answer three types of questionnaires aimed at surveying employee satisfaction, organisational well-being and evaluation of the working environment, which are available annually on the company's online platform.

Through the analysis of data from the satisfaction surveys, it is possible to identify critical areas and business sectors on which to act with a view to improvement, initiating specific activities or paths of discussion and listening with the apical and operational stakeholders involved. This continuous improvement process, which can be regarded as a "organizational welfare management system" is a key element in the management and enhancement of our personnel. We believe that through the satisfaction of our people the level of performance increases, which cannot be separated from a sense of belonging to ensure a level of responsibility that is functional to the achievement of the Company's objectives.



THE FIGHT AGAINST WORK RELATED STRESS

During 2022, we followed up on the results of the work-related stress risk assessment developed in 2021.

Conducted on 12 homogeneous groups, the evaluation included three distinct areas of analysis:

- **SENTINEL EVENTS:** injury indices, sick leave, turn-over, unused vacation, disciplinary proceedings and sanctions, reports from the company doctor, requests for extraordinary visits to the company doctor, frequent formalized complaints and requests for transfer by workers;

• **WORK CONTENT:** work environment and equipment, work loads and pace, working hours and shifts, work task design;

• **WORK CONTEXT:** role within the organization, decision-making/control autonomy, interpersonal relationships at work, career evolution and development, communication, home/work interface.

Two medium-risk groups emerged from the analysis: the Commercial area and the Project Coordination area.

PRELIMINARY ASSESSMENT MATRIX RELATED WORK STRESS 2021

Homogeneous Group	Sentinel Events Area	Content Work Area	Work Context Area	Final Score
Services Area	6	20	15	41
Purchasing Services	0	20	16	36
Administration Services	0	11	33	44
Logistics Services	0	26	17	43
Commercial Area	0	31	46	77
Construction Area	0	5	32	37
Design Area	6	6	16	28
Software Development and Laser Applications Area	0	24	25	49
Project Coordination Area	0	29	40	69
After Sales Services	0	15	43	58
Core Area Managers	0	13	28	41
Service Area Managers	6	20	26	52

The management group for work-related stress assessment consists of the Employer, Workers' Safety Representatives (RLS), Human Resources and Prevention and Protection Service representatives.

During 2022, the Management Group planned and adopted a series of measures to reduce the

risk level of the two identified groups, including organisational, technical, procedural, communication and training measures.

The actions implemented were successful, allowing the two groups involved to reach the low risk level.

PRELIMINARY ASSESSMENT MATRIX RELATED WORK STRESS 2022

Homogeneous Group	Sentinel Events Area	Content Work Area	Work Context Area	Final Score
Commercial Area	6	25	21	52
Project Coordination Area	6	23	17	46

Some of the measures implemented for the benefit of the two highest-risk groups were applied across the board to all other company groups, where they were considered to be instrumental in improving staff working conditions.

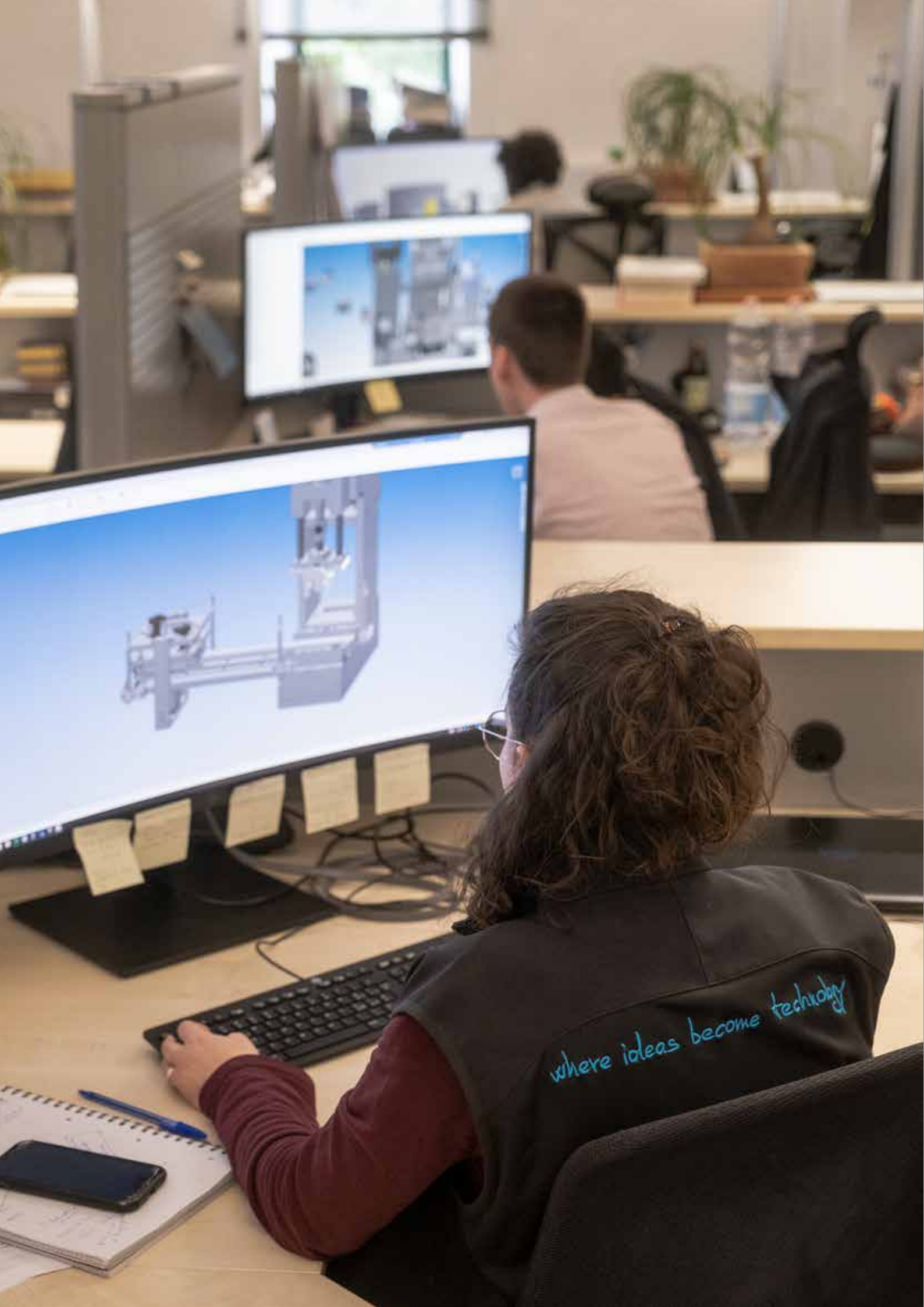
In addition to the actions aimed at lowering the risk for those issues that generated a significant score, since last year the Management Group has discussed and implemented improvement ac-

tions across the whole staff, drawing on the valuable feedback from colleagues during classroom evaluations.

Workers' Safety Representatives (RLS), who additionally act as trade union representatives, also participated in these evaluations.

With the spirit that has always characterised us, in the need to comply with the law we have seized the opportunity to grow and improve.





6.2 TRAINING AND CAREER DEVELOPMENT

We ensure appropriate and continuous professional growth for our employees, aimed at enhancing and developing personal potential.

This attention is found starting with the basic training reserved for newly hired personnel so that the newcomers are best integrated into the company's reality, understanding its founding values, methods, references, methodologies, procedures and tools that are indispensable for working at their best in a functional and serene manner.

In addition to the mandatory training, each newly hired employee will also take part in a total of 8 hours dedicated to learning the principles of the Code of Ethics, company policies, internal regulations, management systems adopted by us (Organizational Model 231, Quality, Environment and Safety) and the use of information and IT tools.

In order to ensure an adequate and structured process in the management of corporate training, over the years the Human Resources func-

tion has defined a special procedure to take care of the stages of the process: from the analysis of skills needs to the verification of the effectiveness of the training carried out.

Periodically, training needs are surveyed within the various functions and departments in order to identify specific themes and topics through which to bring in new skills or a refresher for those already possessed. On the basis of the findings, a specific annual plan is then drawn up for all staff.

In addition to the specific training needs expressed by the company, we value the training requests made by individual employees, covering the costs in areas also considered to be of interest to us: in addition to specific training of a purely technical or managerial nature, individual courses are developed for the strengthening and consolidation of soft skills and transversal competences, such as language courses, tutoring, mentoring and coaching, and much more.

AVERAGE HOURS OF TRAINING ⁴	2020		2021		2022	
	Total hours	Average hours	Total hours	Average hours	Total hours	Average hours
Men	4,149	28	4,968	31	4,068	24
Women	1,322	38	903	23	883	22
Managers	167	28	247	41	89	15
Middle Managers	284	36	449	50	267	22
Office workers	4,462	32	4,597	29	4,135	25
Blue collar workers	559	20	578	23	461	18
Total	5,471	30	5,870	30	4,951	23

4. The average is calculated on the total hours of training provided in the year in relation to the total number of employees as at 31/12/2022

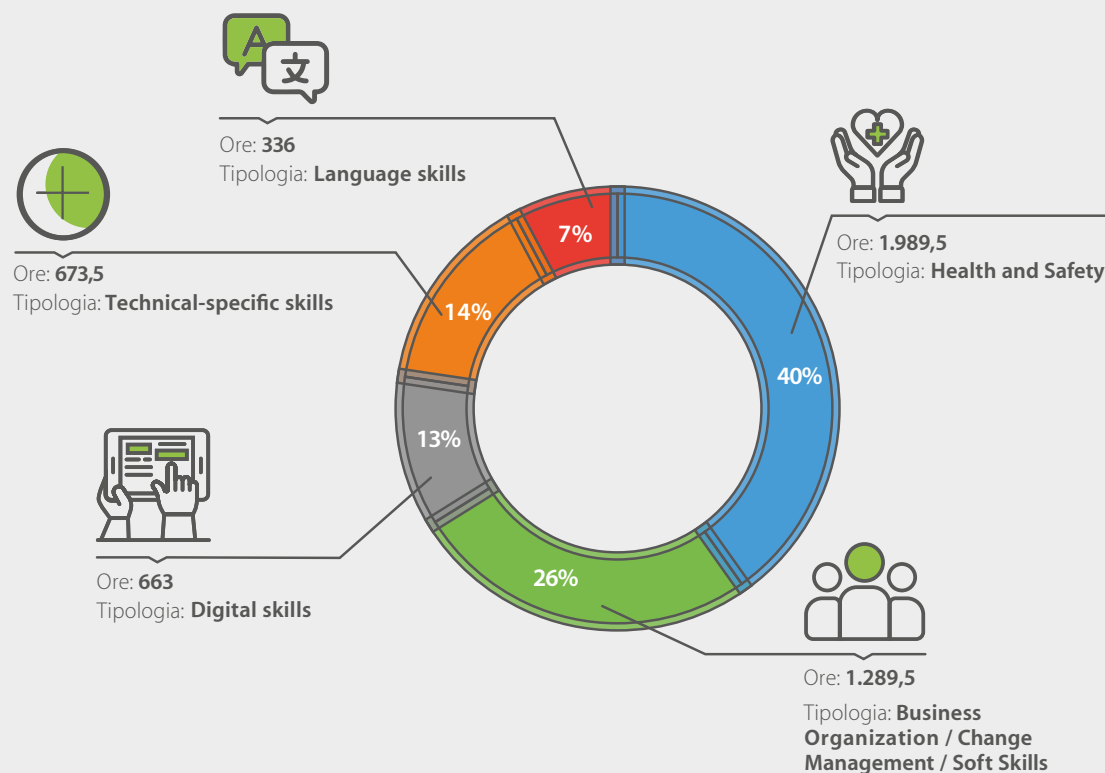
In 2022, a total of 4,951 hours of training were provided at an average of 23 hours/person/year. If this figure appears to have fallen compared to the previous two years, the reason is to be found in the particular situation caused by the Covid-19 pandemic, during which there were periods of forced cessation or slowdown of activities. In this context, we decided to take advantage of the in-

creased time available to carry out training activities in addition to what is normally planned, also to help our employees stay active and engaged and to better cope with the difficult period they were experiencing.

The following table shows the breakdown of hours provided by training type.

HOURS OF TRAINING BY TYPE	2022	%
Occupational health and safety	1,989.5	40%
Change Management and Business Organization	1,289.5	26%
Digital skills	663	13%
Technical-specific skills	673.5	14%
Language skills	336	7%
TOTAL⁵	4,951.5	100%

5. Totals in the two tables do not coincide due to rounding in the templates for recording training hours



6.3 OCCUPATIONAL HEALTH AND SAFETY

We base our business activities on a culture of safe work; therefore, we do not compromise on the integrity of human life and the health of individuals.

We are committed on a daily basis to spreading the culture of workplace safety in order to promote responsible behaviour by all employees and to actively involve them.

In 2022, we implemented an **Occupational Health and Safety Management System** compliant with the UNI ISO 45001:2018 standard, through which we are committed to:

- encouraging the constant improvement of health and safety levels with actions aimed at increasing not only the protection of the working environment and equipment, but also the awareness and sensitivity of staff and stakeholders, including suppliers operating at our premises and customers;
- operating in compliance with the applicable health and safety at work legislation, as well as with the provisions laid down by customers for activities carried out at their premises;
- developing initiatives to promote people's health both in the workplace and in everyday life, including through specific corporate welfare policies;
- empowering all personnel, so that each contributes according to his or her role and competence, to the occupational health and safety management system and to the achievement of the expected results;
- adopting work-life balance tools to improve work-life balance, allowing staff a work-life balance;
- improving interpersonal skills at all company levels through training courses on communication and leadership;

- increasing workers' awareness of the importance of adopting safe behaviour to avoid accidents, limit injuries and promote the absence of occupational diseases;
- identifying and adopting the best available practices to prevent occupational accidents and diseases;
- ensuring the involvement of workers, through the consultation of their Safety Representatives (RLS);
- raising awareness among contractors and suppliers working on our premises, requiring compliance with internal health and safety regulations and procedures;
- analysing and reviewing the risks and opportunities in terms of health and safety to which the company is subject, in relation to the context in which it operates and the parties involved, also taking into account changes resulting from management that could have an impact on personnel, the work environment and the business, and adopting solutions to prevent unforeseen events;
- achieving objectives and complete actions aimed at continuous improvement of occupational health and safety performance.

This policy is the formal expression of an ongoing and active commitment that we have built up and improved over the years to ensure a safe and healthy workplace. The implementation of the Workers' Health and Safety Management System was an opportunity to reorganise the structure of responsibility in this area, with managerial figures in charge of each area of activity and a dense network of supervisors distributed in the various areas, to guarantee the protection of workers.

The responsibility for the health and safety of

workers lies with the Employer (DL), supported by a Prevention and Protection Service Manager (RSPP), a company doctor, a Prevention and Protection Service Officer (ASPP) and a Laser Safety Technician (TLS).

At the operational level, the DL is supported by a team composed as follows:

- 6 first-level managers (with direct delegation by the Employer)
- 7 level II managers (with sub-delegation by a manager)
- 52 principals
- 3 Workers' Safety Representatives (RLS), who are simultaneously part of the Unitary Trade Union Representative (RSU)
- 3 Emergency Management Managers
- 28 fire-fighting personnel
- 29 first-aid officers
- 29 AED (Semi-Automatic External Defibrillator) personnel

The company doctor is a figure outside the organisation chart provided by a medical centre located on the territory.

The identification of work-related risks is carried out in accordance with Legislative Decree 81/08 through the definition of the Risk Assessment Document (DVR) following the hierarchical principles of prevention for risk assessment:

- Elimination of risk at source
- Replacing what is dangerous with what is not or less dangerous
- Development of collective technical systems for risk protection
- Creation of procedures and work instructions
- Dissemination of safety signs
- Use of personal protection equipment (PPE)

If a new risk arising from the performance of an activity or the introduction of a new process is detected, the DL analyses it in collaboration with the RSPP, the RSLs and the company doctor, assessing the appropriate prevention and protection measures to be taken.

The persons in charge of each area carry out constant vigilance with the obligation to intervene when faced with a serious and immediate risk that may generate consequences for workers, by stopping the activity and reporting it to their safety manager.

If problems occur, the worker has the opportunity to confront them directly with his or her manager, but also with the cross-line of the organisational chart, consisting of the HR (Human Resources) office, HS (Health and Safety) office, the RLS/RSU, the company doctor and the Employer. There is also a Supervisory Board pursuant to Legislative Decree No. 231/2001, which allows workers to anonymously report any critical and uncomfortable situations.

Workers also have access to a ticket platform that allows them to report non-conformities, accidents and *near misses*, submit improvement proposals or acquire information in terms of occupational health and safety. The management of any incidents or near misses is governed by a specific procedure, which includes the following steps:

1. **Reporting** an accident, incident or near miss by a manager, supervisor or worker;
2. **Analysis** aimed at identifying the causes of the event and assessing any organisational, technical, structural, procedural or behavioural non-compliance or critical situations preceding the incident under investigation;
3. **Identification** of corrective actions and verification of effectiveness;
4. **Data processing and information to staff:** a statistical analysis of events is prepared at least once a year, which will be an input to the review of the system. Depending on the type of incident, a decision is made on how to communicate the event within the company. Examples could be the company blog article, the information brochure, training sessions for managers and supervisors or for the entire staff.

When a new resource is hired, and with the prior agreement of the HR department and the direct

manager, the personnel is placed in a Homogeneous Risk Exposure Group (GOE) and started on a course of information, training and, if deemed necessary, training on health and safety required by current legislation, depending on the job they will actually be performing.

The Occupational Health and Safety Policy also includes a 'Zero Alcohol' policy during working hours: the consumption of alcohol is prohibited on all company premises, and a reporting and intervention procedure has been defined in the event of a resource being found to be under the influence of alcohol. These indications also remain valid for business travel.

We are also committed to replacing the most hazardous chemicals with those that are less so, by means of an analysis that must precede the introduction of these products into the company.

Established in 2020 and composed of RSPP, RLS, Company Doctor, Corporate Management and Human Resources, the Task Force for the Management of Covid-19 was also maintained for the year 2022.

Accident table ⁶	2020	2021	2022
Employed workers			
Hours worked	353,598	347,650	393,023
No. Recordable injuries	0	1	0
No. serious injuries (with high prognosis)	0	0	0
No. of fatal accidents	0	0	0
Near misses	0	0	3
Recordable accident rate^{7,8}	0	0.54	0
Serious accident rate⁷	0	0	0
Fatal accident rate⁷	0	0	0

6. It includes accidents resulting from commuting accidents only if the transport was organised by the company.

7. Values per 200,000 man-hours worked

8. The Recordable Injury Rate is increasing because from the year 2022 onwards, records of events that required the intervention of the first aid team, to carry out minor dressings or interventions for sickness, even if they did not result in absence from work, have been included in a structured manner.

Accident table ⁹	2020	2021	2022
Non-employed workers*			
Hours worked	21,735	10,240	10,351
No. Recordable injuries	0	0	0
No. serious injuries (with high prognosis)	0	0	0
No. of fatal accidents	0	0	0
Near misses	0	0	0
Recordable accident rate¹⁰	0	0	0
Serious accident rate¹⁰	0	0	0
Fatal accident rate¹⁰	0	0	0

9. It includes accidents resulting from commuting accidents only if the transport was organised by the company.

10. Values per 200,000 man-hours worked

Occupational diseases	2020	2021	2022
Employed workers			
Deaths resulting from occupational diseases	0	0	0
Recordable occupational diseases	0	0	0
Non-employed workers*			
Deaths resulting from occupational diseases	0	0	0
Recordable occupational diseases	0	0	0

* Only temporary workers were included; interns, trainees were excluded.

In addition to joining, as required by the national industry contract, the MètaSalute Health Fund, since 2018, we have been directly integrating insurance coverage, guaranteeing higher ceilings and further support for workers and their families. In 2022, we also activated the 'Health Fund', RBM's health fund, for all employees, with the aim of offering increasing levels of coverage and benefits. The insurance provides reimbursement for services performed from 1 January 2022 onwards for:

- Hospital services following surgery;
- Out-of-hospital services;

- Physiotherapy;
- Dentistry.

All employees are provided an accident policy which provides compensation for both minor and serious injuries occurring outside of work and includes indemnities for fractures, injuries with temporary or permanent disability, and in the event of death.

Finally, the corporate welfare plan allows the use of available funds for preventive examinations, psychological support and sports activities.

THE MANAGEMENT OF LABOUR SUPPLIERS



The management of labour suppliers is an aspect that the Health and Safety department takes great care of, in order to adequately monitor and minimise any additional risks that may arise during the performance of outsourced activities.

The technical and professional suitability of suppliers is assessed before the order is issued, by requesting and evaluating relevant documentation. Once this step has been validated and the contract has been concluded, we conduct a preliminary coordination meeting with the health

and safety officers of both parties, during which the tasks to be performed by the supplier and the rules to be followed during their performance are defined and agreed upon.

Before starting the activities, we administer a training course to the personnel of the workforce suppliers to familiarise them with the organisational chart as far as it is concerned, the rules of the company, the emergency measures adopted, the risks associated with the company, and the work procedure related to the activities to be performed.