

ONBOARDING

OUR MISSION

*“Creating a **unified and comprehensive approach to Onboarding** across the Group, to **welcome new-hires** and introduce them to our Culture and Values, strengthening a sense of belonging to the Group”*

REFERENCE CULTURE VALUE



INTEGRITY



OWNERSHIP



CARING

We are focused on keeping **our colleagues at the center**, offering them a common set of information and embedding Culture and Values in the **different onboarding initiatives both at a Group and local level.**

KEY FACT



“In 2023 around 4,000 new colleagues were involved in onboarding initiatives in the Group”

ONBOARDING ITALY

OUR MISSION

Starting from Group guidelines, **tailored onboarding initiatives** are designed for the **Italian Network** (entry level and professionals new joiners) with the aim of creating a **unique experience** to **strengthen** the new employee's **sense of belonging** to the Company, introducing them to our **Culture** and **Values**

REFERENCE CULTURE VALUE



INTEGRITY



OWNERSHIP



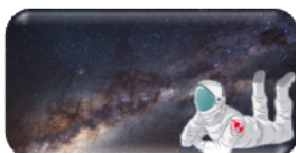
CARING

We are focused on keeping **our colleagues at the center**, offering them a common set of information through various **onboarding initiatives both at a National and Regional level** – e.g. ‘**Empowering Next Gen**’ welcome events and **UniSpace Community** for entry level and dedicated events for professionals

KEY FACT



“In 2022-2023 around 1,400 new colleagues were involved in onboarding events on a National level ”



“Since 2022, UniSpace Community counts today 1,500 ca. members, involved in networking and dedicated projects ”