

HEALTH AND WELLBEING PROTOCOL

“Health is a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity.”

World Health Organization, 1948

Starting from this consideration, our approach is based on psycho-physical wellbeing and the right balance between professional and private life as key elements to create the conditions to make people express their best.

For the total health and wellbeing safeguard of our employees and guests, in relation to the Covid-19 emergency as well, hereafter you can read our Health and Wellbeing Protocol.

FRESH AIR SANITIZED ENVIRONMENTS

OFFICE SANITIZATION

We have adopted ozone as daily cleaning and sanitization technique of our offices. Recognized by the Italian Health Ministry too as a natural defense for environments sterilization, the ozone is a powerful oxidant and can kill any contamination in a very short time. It has a bactericidal action and it is more reactive than chlorine with a percentage of elimination of viruses and bacteria by more than 99,98%.



STOP POLLUTION

Our offices have been whitewashed with a special paint that changes the walls into a completely natural air purifier. Airlite is able to eliminate dirt in the air, purifying it by 88,8% in relation to the existing pollution. It eliminates 99,9% of bacteria and viruses, preventing the onset of possible allergies, headache, cough and asthma and other respiratory system disorders.



MURALES

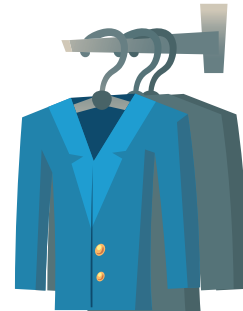
A PROJECT FOR THE ENVIRONMENT AND THE CITY

Using a special high anti-pollution paint as well, the urban artist Fabio Petani painted a mural, in our offices, representing one of the passions of our team, the mountains. An artwork which has a great symbolic value since it makes part of a wider project of sustainable development promoted by our CEO William Griffini and the no profit association Yourban2030. This initiative, that we wanted to start in our city, includes the realization of a series of murals on the external walls of the schools with the aim to improve the air quality reducing risks for health and offering new decoration elements to Milan. We will start in five schools and murals will have the size of 100 sqm for each building. Using this paint on a surface of 100 sqm means reducing the air pollution with the same efficacy of a 100 sqm forest. We wish that many other companies would follow us to expand the project.



REMOVE VIRUSES FROM CLOTHES

We have at our disposal a system to treat clothes exposed to pollution that sanitizes them eliminating bacteria, mites and viruses through powerful steam jets which penetrate deep into the fabrics.



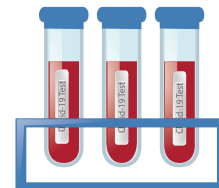
HYGIENE RULES

As required by law, we have at our disposal all the health and medical aids such as hand sanitizers, antibacterial soap, surgical masks and gloves. Before entering our offices, it is compulsory to check non-contact body temperature measurement.



MORE PROTECTION

Our employees are subjected to antibody (serology) testing for Covid-19 to protect everybody's health.



WE ARE GREEN

MORE LIFE TO THE ENVIRONMENT

We avoid paper waste, we use HP sustainable technology and we auto-generate drinkable water to safeguard the environment.



MORE QUALITY FOR LIFE

MORE WELLBEING

Foods and healthy drinks are available to everybody in our internal snack area.

MORE SPORT

All our employees are invited to use two hours a week to do sport.

MORE FREEDOM

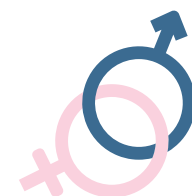
32 ore e flessibilità. Più libertà significa anche questo! Che il nostro lavoro sia in smart working oppure in ufficio, è svolto con grande responsabilità nel rispetto dei tempi e delle necessità e con la qualità di sempre.

STOP GENDER GAP

Inclusion, equity and merit are shared values for us, thanks to which we obtained the Gender Equality Certification of Winning Women Institute in 2020 (an association engaged in spreading equal opportunities culture, fill the gender gap and boost all the unexpressed potential within companies). For us, equal pay became an effective reality a long time ago, people grow for merit regardless of their gender, many women cover apical managerial roles, diversity enriches all of us and maternity is a value to be safeguarded. This is wellbeing as well!

MORE TECHNOLOGY

We use advanced information systems through which we can implement corporate process to make our work more efficient and allow the maximum sharing to everybody.



MORE LIFE TO THE WORLD

BENEFIT CORPORATION

Social responsibility and giving back are the values we believe in and perfectly embrace our way of doing business since the very beginning. Nevertheless, today we would like to do more reinforcing the meaning of our engagement towards a sustainable, ethical, equal and responsible business model. In October 2021, in fact, we changed the articles of association adding the statement Benefit Corporation* to our business purpose.

Time rediscovered for affections and passions, individual wellbeing and development, work-life balance, shared growth, positive impact on territory and respect for eco-system are the drivers that move our business strategy. A strategy that includes in the business process a social and environmental dimension as well with the objective to generate value in a long-term perspective.

What is a Benefit Corporation

"A Benefit Corporation is a company which, in the exercise of an economic activity, in addition to the purpose of dividing its profits, pursues one or more purposes of common benefit and operates in a responsible, sustainable and transparent way towards people, communities, territories and environment, cultural and social goods and activities, cultural entities and associations and other stakeholders. Introduced in Italy with the Law no. 208 of December 28, 2015 (sub-paragraphs 376-383 and attachments 4-5) and entered into force in January 2016, on inspiration of the US Benefit Corporations, that recognized them as an exceptional tool to implement the stakeholder governance and ready to face the challenges of the new millennium".

From www.societabenefit.net

