

8.2 Some social and environmental aspects

8.2.1 Employee policies

In employee relations, the social responsibility of the Banking Group is mainly reflected in its selection, remuneration, management and career development policies which ban all forms of discrimination. Diversity is seen as an opportunity for enrichment.

Banca Generali's workforce consists almost entirely (99%) of Italian personnel. In any event, employees of all nationalities are offered equal opportunities for professional and career growth, owing in part to policies that foster mobility within the Group. At Banca Generali Group companies, 98% of managers are local.

In general, the Banking Group complies with the provisions of constitutional laws, ordinary laws and regulations, as well as the collective and contractual provisions (at national and corporate level), and the regulations governing the employment relationship. All employees are provided with regular employment contracts and all forms of child, forced or compulsory labour is banned.

With regard to equal opportunities for the differently abled, national regulations safeguarding this category are respected and implemented.

Geographical distribution of employees

	2015	2014	CHANGE
Abruzzo	2	2	-
Calabria	2	2	-
Campania	12	11	9%
Emilia-Romagna	9	8	13%
Friuli-Venezia Giulia	324	321	1%
Lazio	22	25	-12%
Liguria	13	11	18%
Lombardy	384	365	5%
Piedmont	18	19	-5%
Puglia	4	4	-
Sicily	1	1	-
Tuscany	7	6	17%
Umbria	1	1	-
Veneto	14	15	-7%
Italy	813	791	3%
Luxembourg	24	26	-8%

From a geographical standpoint, the number of resources in Italy rose by 22 in Italy, whereas in Luxembourg it decreased by two.

With regard to the distribution in Italy, it should be noted that the situation remained essentially in line with the previous year, i.e., an essentially stable situation in all regions except for Lombardy, where the central coordination structures for the commercial area and the structures supporting business are located. In the reporting period, the number of people employed in these structures increased.

The Group strives to valorise people, recognising the contribution that each and all can give to the organisation. The Code of Ethics of the Banca Generali Group confirms its attention and commitment towards collaborators, considered the strategic capital on which the Group bases its success, respect for human dignity, freedom and equality, and equal opportunity in the workplace and on career paths, without any kind of discrimination due to nationality, gender, race or ethnic origin, religion, political convictions, age, sexual orientation, disabilities or health conditions.

Talent and professional development policies are designed in synergy with the line managers, with a constant focus on the new strategic goals and the drive for excellent performance, with the aim of nurturing and supporting staff on their career path within the company. It is with this in mind that 2015 saw the onset of the second year of the development project "Innovating during change: A new look to the future". This scheme involved 19 employees, clerical staff and executives, belonging to the so-called "Y Generation" in a professional development path extending right through the year.

This initiative aimed at young people with potential ran alongside managerial support initiatives initiated back in 2014 as paths dedicated to middle management “Managing and developing employees in a motivating environment” and “Managerial Development Workshops”.

A number of initiatives were also organised to support managerial skills and develop coordinated resources dedicated to Top Managers and Managers of the Banca Generali banking Group.

In addition, again to support personal development, numerous individual business cracking courses were initiated for executives and managers. This methodology proved to be effective and was highly rated, the courses being provided alongside the Senior Training schemes, run in collaboration with the Università Cattolica in Milan, the Libera Università Carlo Cattaneo (LIUC) in Castellanza and the Fondazione ISTUD, dedicated to employees, executives and managers.

When specific professional expertise, whether already trained or to be trained, is not available in-house, the Banca Generali banking Group, closely following the guidelines and methods implemented in the Generali Group, selects employees with potential to join its team through a structured appraisal process that ensures transparency both for candidates and Line Managers and impartiality when selecting profiles with greatest future potential.

In Banca Generali Group surveys are periodically conducted to assess the general working climate and other forms of dialogue with employees, as well as other activities that involve the bank's employees and which are aimed at building a corporate culture and identity. The banking Group's employees, along with the Generali Group's employees, benefit from dedicated information channels, such as the Country Italia portal (released in 2015, it is an upgrade of the previous HR portal), Bollettino.com and the new newsletters (Prima Pagina), which gather and circulate information about events, projects and organisational notes.

The first worldwide Global Survey was launched in 2015 on the matter of workplace climate. The response was overall very positive for Banca Generali. Work-life balance was one of the areas for improvement highlighted. The Bank took immediate action on this front in October 2015, identifying and implementing special improvement actions that have already been applied in practical terms early on in 2016 in the main Milan and Trieste offices. These form part of a “people care” scheme that includes initiatives such as special agreements with nurseries and other “time-saving” services (example: company dry-cleaning/laundry service, free parking for pregnant women, in-house lunch areas).

These new initiatives are in addition to the flexibility mechanisms already provided for several years to support the balance between work commitments and personal and family needs:

- > flexible start and end of working hours for all company activities, with the exception of front-end activities dedicated to direct, daily contact with customers;
- > authorisation of part-time work, within medium-to-large departments, following the birth or adoption of children;
- > additional paid leave for doctor's visits and diagnostic examinations that objectively cannot take place outside the individual's working hours.