

PEOPLE COME FIRST

STRENGTH LIES
IN DIVERSITY.
GIVE PEOPLE A CHANCE.
PAVE THE WAY TO MAKE
THEM SUCCESSFUL.



PEOPLE COME FIRST



People and places are at the centre of our business: the leadership of Ariston Thermo is based on the work of motivated, qualified people who are well aware of the social responsibility of their actions.

2018 | FACTS & FIGURES



OF WHITE COLLARS ARE MILLENNIALS

#WARMING YOURTALENT

MORE THAN 60,000 VIEWS OF OUR STORIES



RECRUITING FROM 10 DIFFERENT COUNTRIES



MORE THAN 50,000 FOLLOWERS (LinkedIn, Facebook, Instagram career pages)



INJURY FREQUENCY RATE COMPARED TO 2017



OF PRODUCTION SITES REPORT NO INJURIES

ROAD TO 2022

LOCAL RESOURCES HOLDING MORE THAN 80% OF MANAGERIAL POSITIONS

MORE THAN 60% OF MANAGERS COMING FROM INTERNAL CAREER PATHS

0 INJURIES IN OUR PRODUCTION SITES

OUR STORIES

WE ARE ARISTON THERMO

The working environment is changing and change must be embraced to ensure an effective engagement of people at the workplace, promote a feedback-oriented corporate culture, build leadership capabilities across the organisation, and boost job rotation across functions and countries to support people's career paths.



DEMOGRAPHIC SIGNIFICANT CHANGE

As of this year, Millennials make up more than half the workforce, and 25% of Baby Boomers say they will work into their 70s and 80s.



DIGITAL AND IoT IS EVERYWHERE

Technology is disrupting both our personal and business lives – radically changing the workplace and how work is done.



RATE OF CHANGE IS INCREASING

This risk of being overtaken by new competitors is daunting; we must become more agile to keep pace with new threats and opportunities.



A NEW SOCIAL CONTRACT AT WORK

Did you know there was a workplace social contract? Younger workers expect rapid career growth and a compelling, flexible and motivating workplace.



ARISTON THERMO GROWTH

The company has grown extensively worldwide. Our strength lies in diversity, but it is crucial that we learn the art of "thinking independently together".



Key challenges

The **WORKPLACE DIGITAL PLATFORM** has provided an effective tool to involve Ariston people at all sites worldwide, encouraging the exchange of information and comments while building up a comprehensive internal network of professionals at work. Since **the launch in July 2018**, the adoption rate of **the Workplace mobile App has topped 80%, more than 180 discussion groups are currently live on the platform.**

The Workplace platform is now providing an excellent mean to foster networking and increase functional collaboration through on-line training programs, projects sharing and live stream video broadcasting.

The **EMPLOYEE ENGAGEMENT EXPERIENCE** is the program carried out to spot and address engagement challenges and provide an insight on country-specific priorities, which included **16 leadership interviews, 8 in-country workshops and an Executive Lab.** Three working committees, under the supervision of a Steering Committee, have collected and analysed the initiatives generated by interviews and workshops, providing feedback on resourcing, timing and other considerations, including the mapping of existing projects for spotting synergies and duplications. The program has allowed for the clustering of the initiatives into five projects and the identification of some quick wins.

CAREER FRAMEWORK

In today's global economy, organisations recognise that their employees are the key to success. Employees want to better understand how to grow their careers, through talent fostering and job rotations. **Career frameworks are no more just HR issues, they provide real benefits for the business, they influence employees' growth potential and cost-effectively develop a workforce that contributes to higher business performance.** Thus, we are developing a **Career Framework** to support employees in growing their skills through transparent processes to set priorities according to the organisation's needs and allowing for the necessary adaptability to manage complex and diverse situations in different roles, disciplines and contexts, increasing their learning agility.



INTERNATIONAL CAREER PROGRAM

With the goal of attracting young talents from all over the world, the program has identified graduates and undergraduates in Engineering and Economy from international universities to enter a **6 months internship in Italy.**

The program is **designed to boost the international development processes of the Group.**

#WARMINGYOURTALENT

Ariston Thermo aims to attract the best professionals on the market and also to grow talents from within. The scale of the Group's international operations and an evolving business offer many opportunities for professional growth to those who are willing to accept the challenge. Entering the recruitment process, though, can be an enlightening experience thanks to the innovative online recruitment tool **#Warmingyourtalent.** Candidates can apply through an innovative online recruitment test that gives instant feedback on the candidate's profile based on the multiple-choice answers provided. The application experience is made warmer and a lot more engaging by the many stories of actual employees describing how they're fulfilling their ambitions and aspirations in working for Ariston Thermo Group.



RANKED AMONGST THE "MOST ATTRACTIVE EMPLOYERS IN ITALY 2018" IN THE UNIVERSUM SURVEY THAT INVOLVED **40,000+** STUDENTS FROM **44** UNIVERSITIES

HEALTH AND SAFETY AT THE WORKPLACE

Commitment to health and safety is a paramount concern for the Group in all applicable contexts. Along the growth at global level, Ariston Thermo has committed to guarantee high and homogenous safety standards in every country where the Group operates. Among the initiatives carried out in 2018 to improve health and safety standards and to promote healthy behaviours:

- The training approach based on **the Behaviour Based Safety (BBS) Protocol** leads workers to assess what human factors influence behaviours that lower risk perception, thus identifying the barriers to safe behaviour.
- Working groups are specifically trained to follow **a hybrid assessment methodology** to assess risks during operations through the understanding of the limits of installed machines, the identification of dangers and the reduction of residual risks.

In Osimo Plant, as part of our **I4.0 smart manufacturing program**, we used Xsens leading technology in motion tracking in order to double check the ergonomics of our new assembly lines. The usage of a full body kinematics suit helped us to refine the biomechanical analysis performed using the standard OCRA an Niosh methods and highlighted some movements to be improved nearly impossible to be seen by direct human observation. The movement were immediately improved using new screwing devices.

LEADING PEOPLE FOR GROWTH

Our ultimate aspiration is to have a managerial team able to recognise and develop our people's skills and potential, leveraging their energy and motivation in order to ensure the coverage, from the inside, of the key positions of our organisation. **"Leading people for growth" is the leadership global training course specifically designed to support managers in fulfilling this aspiration.** The program has involved **550 managers** in 30 editions across 8 countries and has been delivered in 5 languages.

80%
OF MANAGERIAL
POSITIONS
HELD BY
LOCAL RESOURCES

60%
OF MANAGERS
COME FROM
INTERNAL CAREER
PATHS