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1. Introduction

Lazzerini is aware that employees' motivation and commitment are often linked to the vision of the future they have with regard to their position in the company. Creating a vision for the future increases an employee's motivation, commitment, empowerment and identification with their role and the company as a whole.

Lazzerini therefore promotes the ambitions and professional development of its employees by offering opportunities for professional growth in the positions held by employees at any time or in other positions that may become available, evaluating the merit and opportunity of individual cases.

2. Purpose

The policy on the professional growth of employees expresses Lazzerini's desire to pursue the fulfilment of its employees' professional aspirations to the highest level, while maximising the employee's motivation and identification in their daily work.

3. Scope

This policy concerns all Lazzerini Group employees, including agency staff and paid interns, regardless of the type of contract, which may also be part-time or fixed-term.

4. Evaluation of employee potential

Periodically (normally once a year) Lazzerini analyses the skills and potential of its employees by carrying out the following evaluations:

- comparison of the worker's skills with the skills required by the task to which the employee is assigned
- comparison of the worker's skills with the skills for jobs currently or prospectively vacant within the company
- comparison between the worker's skills and the growth potential that he/she could express according to his/her personal characteristics, aspirations and motivation.

Employee potential is evaluated by the Human Resources Department, which carries out the task using the judgement of department heads and, when deemed appropriate, external consultants.

Further to such assessments, Lazzerini will be able to develop career and professional development plans for its employees to be proposed and shared with them.

5. Offering professional opportunities to employees

When there are vacant positions within its organisation, Lazzerini advertises their availability to its direct employees and agency staff in all Group companies.

When assessing applications for the vacant positions, Lazzerini will give preference to internal applications, provided the skills possessed are equal.

6. Training for professional development

Lazzerini promotes the professional training of its direct employees and agency staff in order to enhance the professionalism and skills of its resources. This applies both to technical skills related to the task to which an employee may be assigned as part of his or her career plan, and to transversal skills that are not directly related to a specific task but whose strengthening enriches the employee's management and managerial skills.

The management of internal training is governed by procedure PG07.

In addition to promoting and financing the training scheduled within its internal plans, Lazzerini will make every possible effort to facilitate the attendance of courses and training paths identified and chosen by its employees outside the company organisation.