

Development of the Human Capital

OBJECTIVES

To increase the capability to adjust to current and future situations.

A positive and motivating work environment.

ACTIONS

Training courses for professional growth of our employees.

Developing class and on-the-job training management programmes in the company management system.

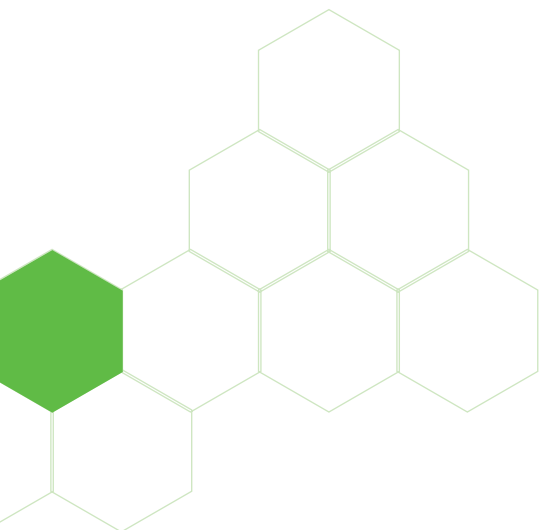
Strengthening internal communication.

Developing the human capital is one of the main goals of all modern organisations as the human capital is an asset that allows the company safeguarding competitiveness and building a positive and motivating work context which would attract and keep talented people. For this to happen, the company should identify activities, processes and strategies aiming at improve well-being, knowledge, and skills of its personnel.

Training is seen as the key to hand over knowledge and upgrade company know-how, a tool for professional re-qualification and growth and a factor transforming relationship and value systems.

The Group has adopted the topic “Development of the Human Capital” and in the three-year period will work to:

- define a training schedule for the employees to stimulate their attention and participation to the whole “corporate life cycle”, with the engagement of the area managers;
 - supplement its management system with software designed to organise, record and evaluate employee training and retrieve data necessary to measure the process effectiveness;
 - strengthen internal communication to improve corporate mood and functioning.
- Upon evidence of the effectiveness and high value of the “maieutic path” terminated in 2023 as confirmed by the management, the ownership has decided to extend it to our co-operators in the Valle Camonica sites. The course is due to start in 2024, attending is on a voluntary basis. The project addresses the “individual” to trigger an awareness-raising process that turns into personal development, increase of relational abilities, soft skill consolidation and management while improving cohesion and company loyalty.





Training

ESG AREA GROWTH – The ESG Area in the Lucefin Group has grown in terms of training. The communication person, entered in the area in 2022, terminated its 1st Level University Master in “Sustainability Management and Communication - Training, Green Jobs, Circular Economy” presenting the scientific dissertation “The Sustainable Enterprise. The Double Materiality Path of the Lucefin Group”. This paper scrolls through the company double materiality analysis concerning data processing and outbound communication.

TRAINING ON CORPORATE SOCIAL RESPONSIBILITY – Deeming it essential to enhance Sustainability in our company, we have set up meetings in the distribution sites where people from different areas and professions could listen and discuss. Early in 2024, this initiative was spread to all Group’s sites, concurrently with the start of stakeholder engagement in the double materiality analysis. Training has given back a detailed picture of market-impacting developments, but also of the actions taken by the organisation now and for the future.

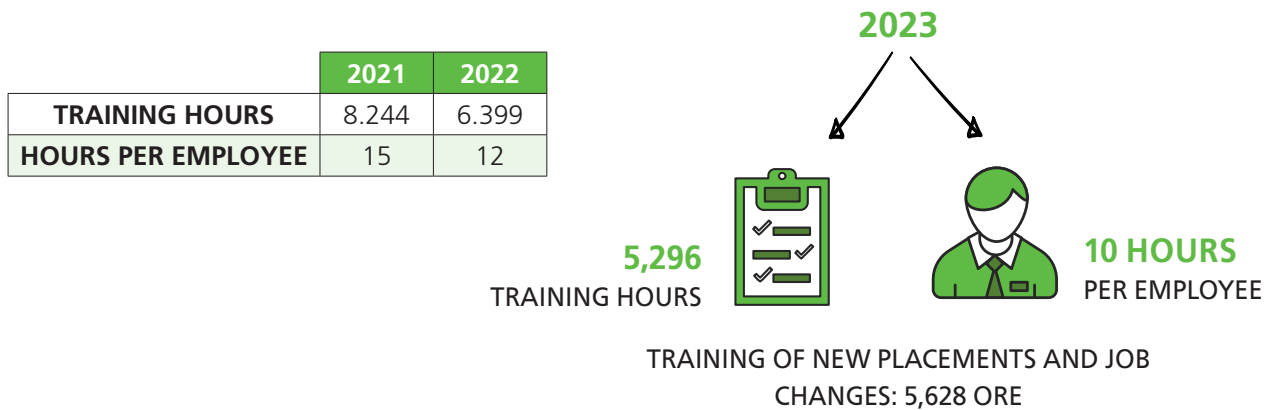
STEELS AND STEEL TRANSFORMATION BY COLD PROCESSING – The in-house training course started in 2022 was proposed again and extended to all the

production workshops at Trafilix Esine and Berzo Production Unit. The initiative aims at broadening technical skills through deeper knowledge of the Group steels and the study of how they are transformed by cold processing. A delegation from Trafilix Industries composed of engineers and operators called on the steelworks Ori Martin (Brescia), a leader in the manufacture of alloy steels, as a recognition for their participation in the first edition of the course “Steels and steel transformation by cold processing”.

MATERIALS AND TREATMENTS FOR THE WEAPONRY SECTOR – Trafilix Industries and the Comet Acciai distribution unit organised a customer day for the Brescia weaponry sector. It included two training moments, namely a conference and the visit to production plants. This intends to spread Trafilix technical experience outside together with its cooperation with Politecnico di Milano..

“THE STEEL TRILOGY” – a book series that concludes a path with the publication of the “Steel Metallurgy – Part II” digital edition in English. This is the end of a work cycle started approximately ten years ago that produced three volumes about steels, now fully available also in English.

Employee Training



Note: Data calculated for 2021 and 2022 take into account the total amount of both class and on-the-job training delivered to all our personnel, both employees and agency-provided staff.

2023 data improved as it considered the GRI 2-7 and 2-8 counts; consequently, to calculate training hours, we took into account the courses taken by both employees and agency-provided staff engaged within March of the next year (total of 523 people).

Even though not required by GRI 404-1, we supplement data highlighting the total training hours for new placements and job changes calculated over the entire active workforce during 2023.

Welfare

Starting from 2022, a flexible benefit system is available to the Group's Italian companies. It is defined in a Welfare Plan meant for the community of our employees on permanent and term contracts with seniority exceeding six months.

We emphasised the employee as an individual, by enhancing the family and education. School education of our employees and their children (natural and/or adopted) is intended as an evidence of growth both at individual and community levels.

In 2023, on the occasion of the 50th anniversary of Trafilix, the corporate welfare plan was integrated with a bonus for employees that have been an integral part of the Group's history for 30 years. The amounts are paid through a special platform that allows access to goods and services.

There also exist local agreements with providers of services, sports activities and fitness that offer preferential treatments to the Group personnel. Where these agreements are not yet in force, they will be supported in the three-year period.

We have entered agreements with health-care funds foreseen at contract level.

Breast examination is guaranteed every year to the women in the Group free of charge.

As to companies abroad, the Group adjusted to local dynamics and set up a work organisation that allows employees to enjoy a balanced life/work relation in an autonomous and satisfying manner and while guaranteeing the presence of the company on the market. The corporate welfare offer is complete with other initiatives based on the different needs of the employees of the various departments.