

UBI Banca 2018 “Top Employer”

The results achieved by the Group in 2017 enabled it to win this award for excellence in its human resources policies for the fourth consecutive year. Distinguishing features included the very many hours of training, its smart working strategies and its corporate voluntary work.

Milan, 14th February 2018 – Workplace flexibility (smart working), special induction courses for new recruits (“onboarding”) and career growth, together with the opportunity to participate in corporate voluntary work projects are the initiatives UBI undertakes for its employees which, following an overall analysis of the working conditions and activities carried out to manage the Bank’s staff, enabled it to attain 2018 “Top Employer” certification.

Acquisition of the data and grant of the award was by the Top Employers Institute, an international certification institution which has been assessing companies throughout the world since 1991 on the basis of best practices in place for employees in terms of training, development of talent, professional growth, career paths and benefits.

An increase in training hours

UBI Banca has paid particular and growing attention to the training of its staff. Evolving technology, innovation in products and services and in organisational and distribution models require continuous training throughout a person’s working life in order to maintain and grow human and professional capital. UBI Academy, the Group’s Corporate University, studies, plans and delivers training to develop technical expertise and knowledge and managerial abilities and to establish a corporate identity with its own culture and professional ethic.

In order to achieve this, the Group has involved staff in organisational well-being initiatives designed to consolidate a culture of co-operation, organisational communication, involvement and sharing in corporate knowledge, with a total investment of almost 80,000 training hours in 2017.

Specific efforts in this direction have been made recently both for the employees of banks acquired in 2017 and for new recruits, with a dedicated “onboarding” induction programme.

More specifically, the onboarding programme includes a special “welcome day”, an occasion for sharing the company’s values and its mission, in which new recruits have the opportunity to meet and talk to the Group’s senior management. In 2017 the induction process involved a total of over 10,000 training hours, double the total for 2016 (4,800 hours approx.).

Smart working: an approach that is becoming stronger

In addition to continuous training, ongoing change in banks requires another ingredient: greater flexibility and new ways of managing work. UBI Banca’s response was to renew its commitment to its smart working project, launched in 2015.

The UBI Group’s employees opted for over 4,000 days of smart working in 2017 compared with 2,760 days in the previous year, up 45% and showing constant growth since 2015.

By taking advantage of this opportunity, UBI employees worked in places closer to their homes, thereby avoiding travelling by car and public transport, while they maintained dialogue with their colleagues and



managers using, amongst other things, new instant messaging and corporate social network solutions introduced by the Group.

One of the objectives that UBI Banca wishes to pursue with smart working is to reconcile private and working life and to continuously renew corporate culture by encouraging the creation of a more flexible working environment by placing, amongst other things, more responsibility for their actions on each employee.

Corporate voluntary work

Taking responsibility, not just at the workplace, and increasing employees awareness of the needs of others in the community is what lies at the heart of the “Donate one day” initiative, with which for three years now UBI Banca has offered employees the chance to take part in a corporate voluntary work project. Every Group employee has had the chance to “donate” a day of their holidays to work in one of 150 projects organised by 70 different nonprofit organisations spread throughout the country. Approximately 1,100 employees took part in 2017. They carried out over 8,700 hours of voluntary work and for each day worked the Bank donated the equivalent value to organisations chosen by the employees themselves.

These results, together with various indicators (such as for example **leadership development, performance management, career paths and professional growth, salary and benefits policies, corporate culture**, the definition and assignment of social and environmental objectives in the assessment of performance by senior managers of the Group) led the Top Employers Institute to confer the title of Top Employer on UBI Banca again in 2018, together with 90 other companies that also won Italy Top Employers certification.

“The policies and tools used to develop and manage human resources at UBI Banca are based on the enhancement of staff based on the criteria of fairness and merit with attention paid to permanent training, continuous growth, improvement of skills and a balance between work and private life as well as awareness of social aspects with regard to specific action taken in the community” said Mario Napoli, Human Resources Manager at UBI Banca. *“The fact that our human resources policies have again been confirmed at the level of Italian excellence by the Top Employers Institute for the fourth consecutive year is important recognition for us and an incentive to pursue the good work undertaken in this direction by the Group”.*

UBI Banca

UBI Banca is the third largest commercial banking group in Italy by stock market capitalisation, with a market share of over 7%, 1,881 Branches in Italy and more than 21,800 employees. Since 2011 the bank has had a unit specialising in business with both Church and non-Church clients belonging to the third sector. A new organisational structure and positioning with regard to the world of public authorities was defined in 2016 with the 2019-2020 Business Plan. A new strategic Area named UBI Comunità was established with the purpose of overseeing and developing commercial relations both with the third sector and the civil economy as well as with public authorities and with the various groupings of associations. In 2013 UBI Banca received the Italian Banking Association “Charitable Bank” prize and the National Prize for Innovation awarded by the President of the Republic.

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