



In 2024, d'Amico Group reinforced its commitment by continuing the **Organizational Well-being** project, launched in 2023. This initiative aims to provide a structured framework for all ongoing efforts and to identify additional actions to enhance the company's alignment with its employees' needs.

To support this analysis, the Group launched an internal survey, which **helped to identify the following priorities:**

Physical well-being	Emotional well-being	Financial well-being	Social well-being	Organisational well-being
<ul style="list-style-type: none">• Prevention and care	<ul style="list-style-type: none">• Parenting• Caregiving• Mental health• Work-life balance	<ul style="list-style-type: none">• Financial and pension education• Insurance cover	<ul style="list-style-type: none">• Team building• Diversity & inclusion• Volunteering and sustainability	<ul style="list-style-type: none">• Onboarding• Reward• Engagement & performance• Safety & security• Development

The welfare and benefits-related initiatives implemented range from personal well-being and health protection to recreational and entertainment activities for the entire workforce. Moreover, personnel can use **family leave and additional leave** for special family needs such as taking care of children and relatives in the event of illness.

As part of the products and services offered to the employees related to personnel health, prevention and well-being, the Company supports its employees' **social security position** by participating in supplementary pension schemes, in different percentages depending on location and other characteristics. Special attention is given to the state of **health** and the **preventive health-care**, for example, providing supplementary healthcare to employees and the members of their family.

Physical and psychological well-being

The Company has carried out **several initiatives to increase the well-being of its staff and their families**. The objective is to create a working environment where every employee can operate at a high level, also guaranteeing **work-life balance** programmes that support people in balancing their family needs with work duties. **Work responsibility and participation** are therefore a determining factor for the Company in creating a business that is attentive to the social dimension.