

# “Responsabilita’ sociale d’impresa e welfare aziendale alla Tetra Pak Packaging Solutions S.p.A.”

Gianmaurizio Cazzarolli

Bologna, 21 October 2016



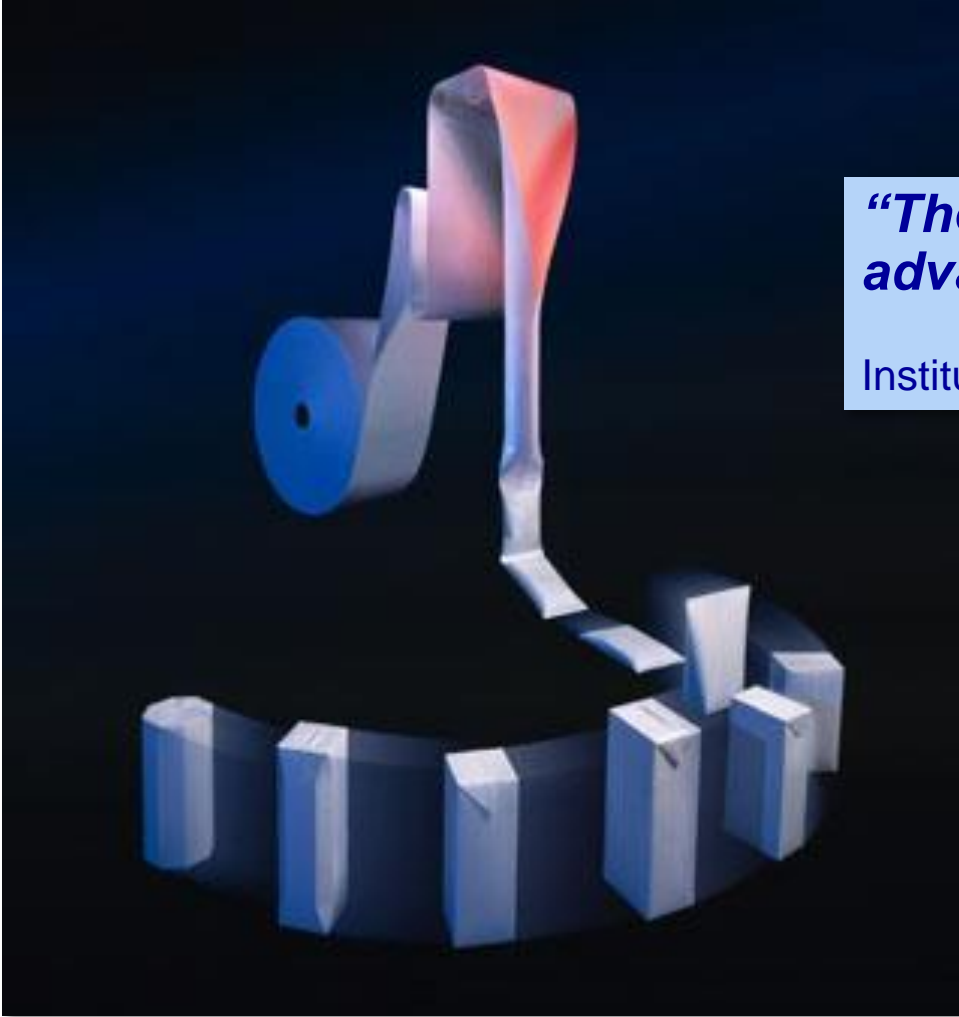


**“A package should save more than it costs”**





# Benefits of aseptic technology



***“The most important food science advancement of the 20th Century.”***

Institute of Food Technologists 1989





# Tetra Pak is global and works locally

- ▶ Present in more than 170 countries across all continents
- ▶ 37 packaging material plants
- ▶ 6 R&D units
- ▶ 23600 employees





# Our Core Values





# Tetra Pak Packaging Solutions Spa

## Activities:

Production and R&D for packaging line solutions

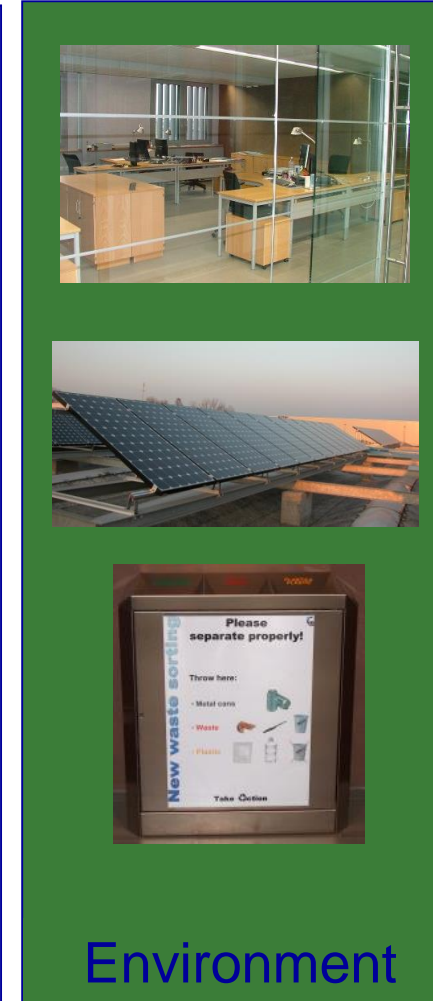
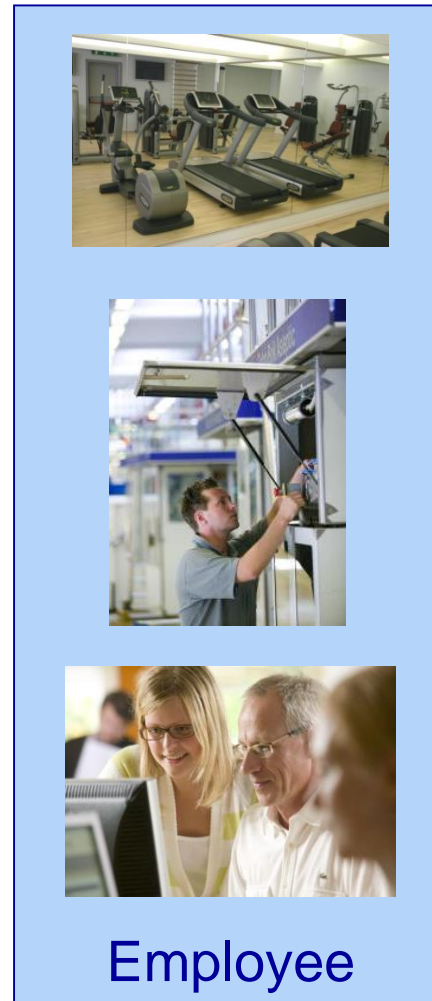
## Facts & Figures:

Employees	850
Women	27%
Foreigners	13%
Average age	39
Seniority	10
University degree	43%
Engineer profile	37%
Specialist profile	8%
Daily entrances	1050

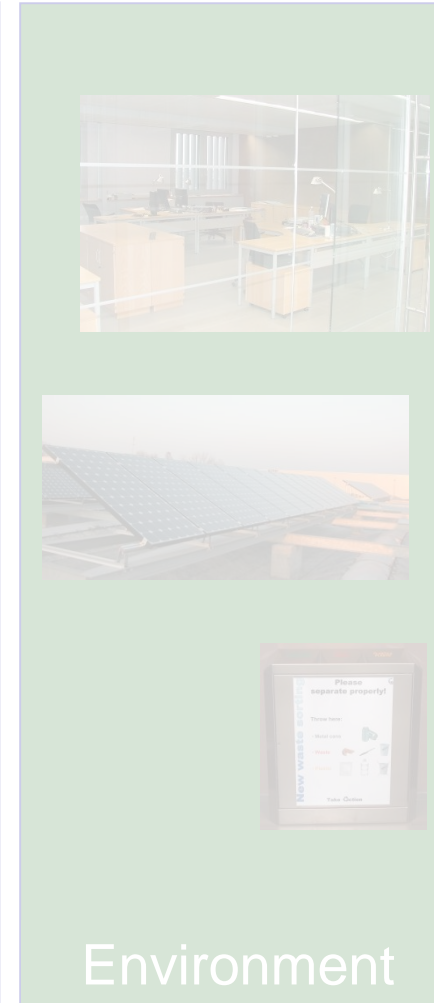
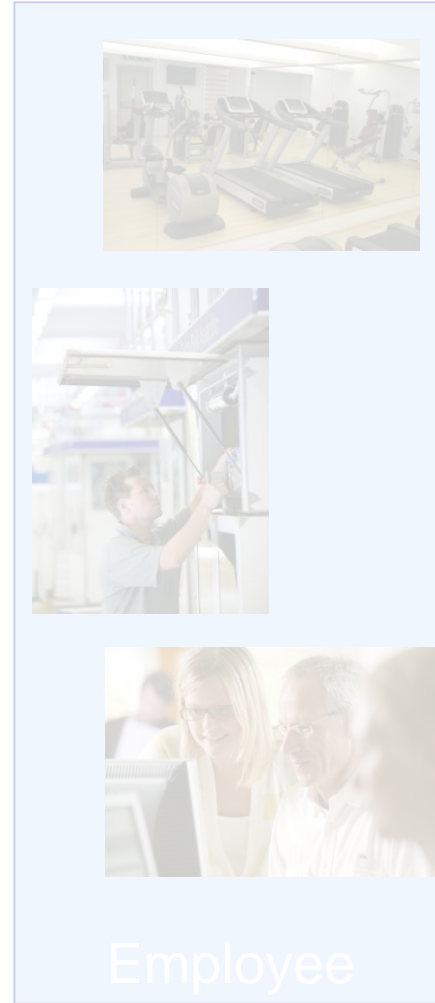




## 3 key areas To build a company value

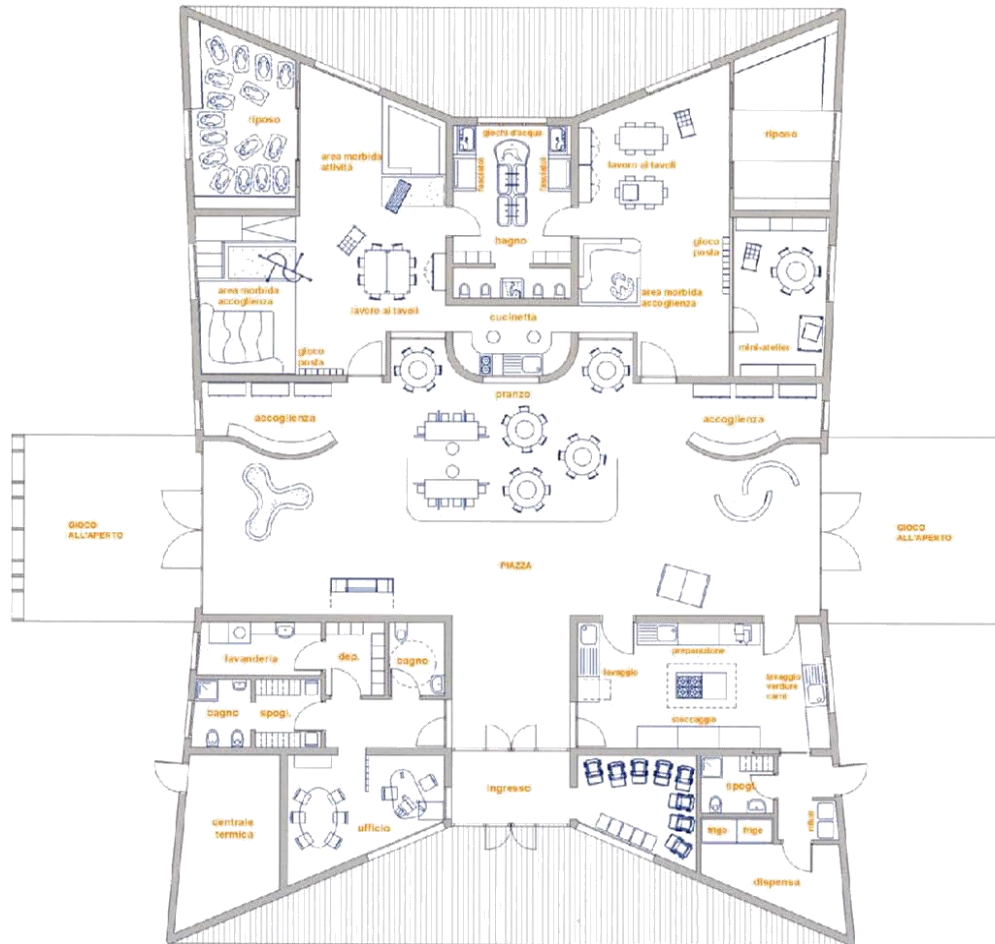


# 3 key areas To build a company value



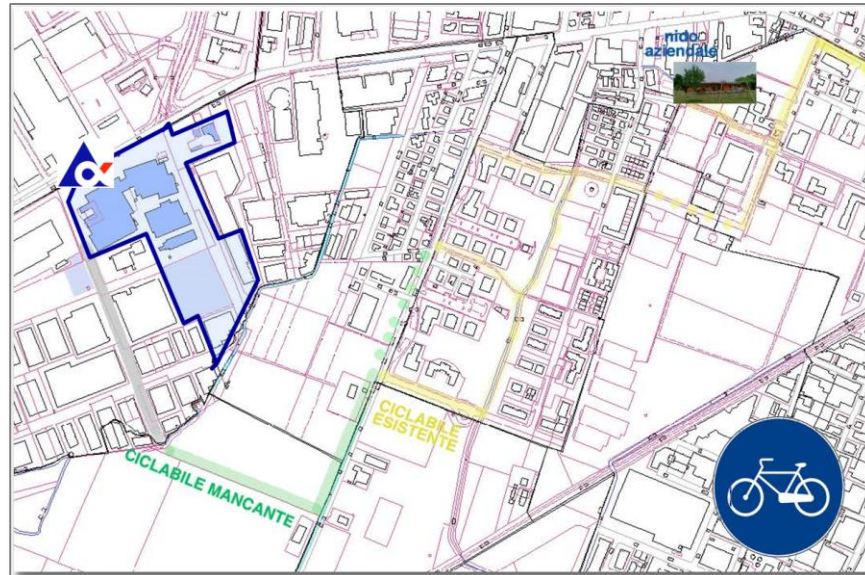
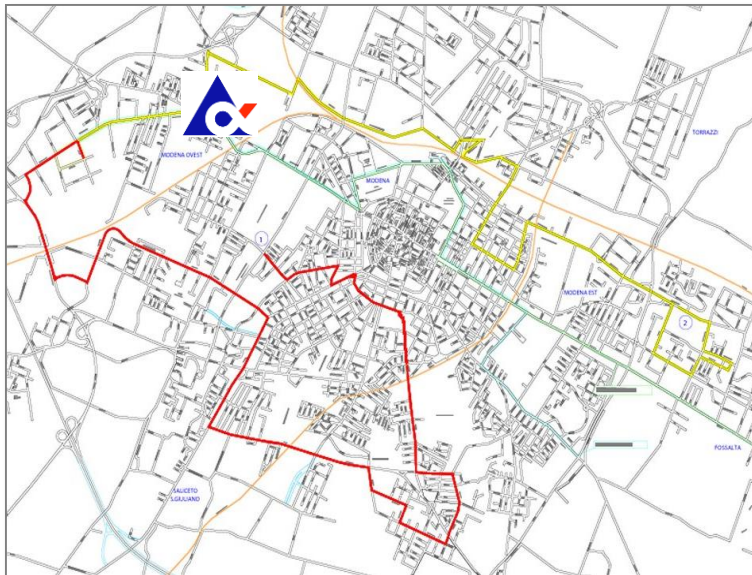


# Kindergarten





# Shuttle bus and Cycle line





# Cultural activities Company groups

## JOIN THE NETWORK

Manage your subscription to Tetra Pak gym, groups and kindergarten



### Art Club

Metti a frutto le tue doti artistiche



### Gruppo solidarietà

Insieme per un gesto concreto



### Gruppo sportivo

Condividi la tua passione per lo sport





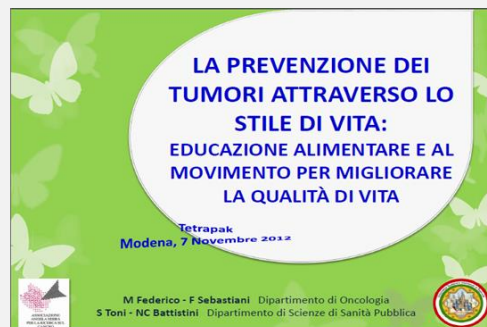
# Solidarity group initiatives

“Mi stai a cuore”



Seminars:

- **Prevenzione dei Tumori**



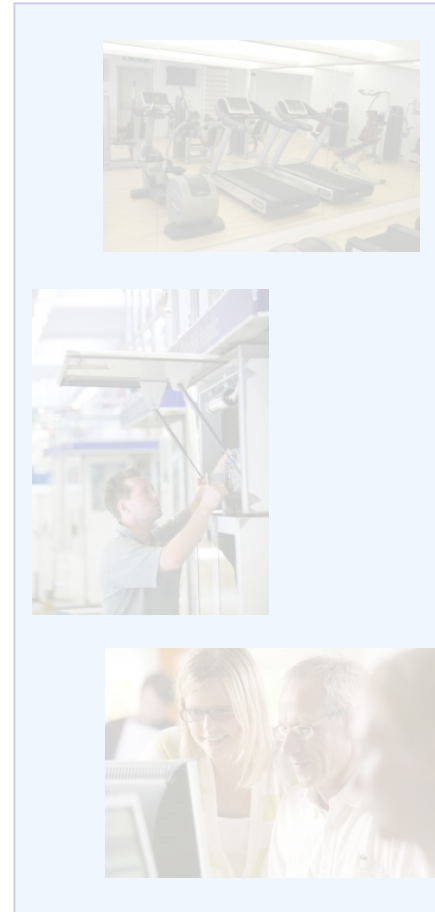
- **Corso di disostruzione pediatrica**



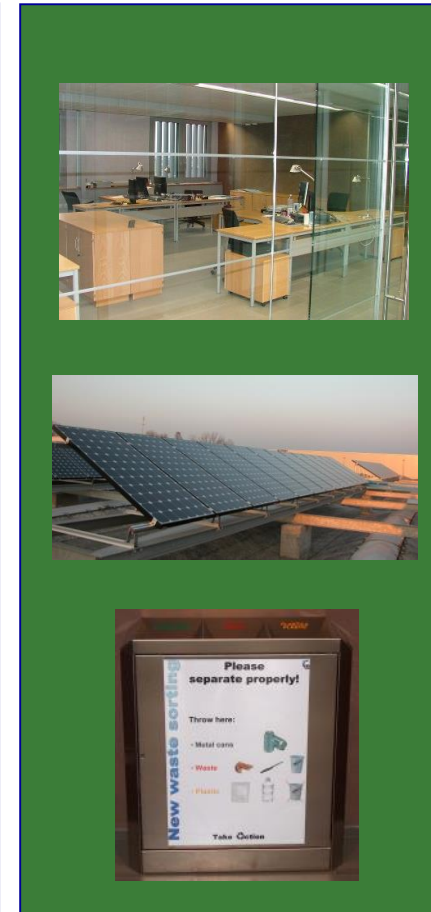
# 3 key areas To build a company value



Territory



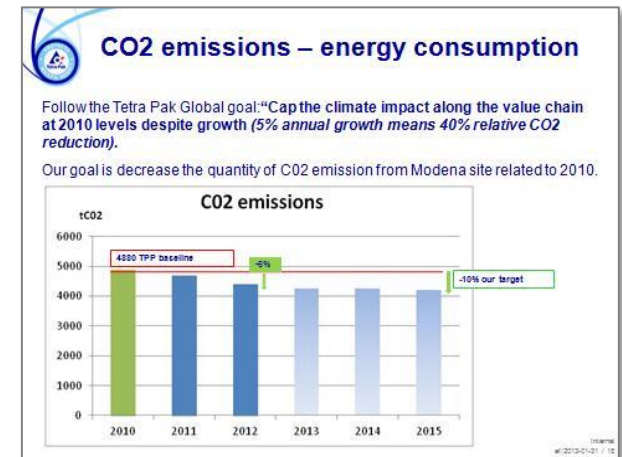
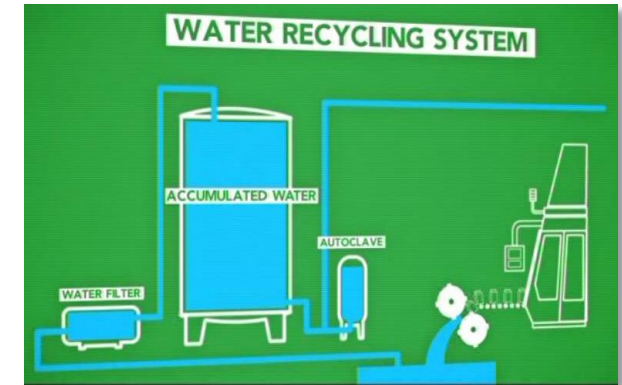
Employee



Environment

# Site Environment

1. Water recycling system in all test-halls
2. Waste management
3. Renewable energy
4. Sustainable transport
5. Energy consumption reduction
6. Strategy 2020 – CO<sub>2</sub> reduction



**IN OUR WORKSHOP**

**Guide to correctly separating your waste**  
*Regole per una corretta raccolta differenziata*

What can I do?  
Give new life to waste  
Make the difference!

Cosa posso fare?  
Dai nuova vita ai rifiuti  
Fai la differenza!

	Paper, cardboard and beverage cartons Carta, cartone e contenitori Tetra Pak	
	Plastic and bubble wrap only Solo imballaggi morbidi in plastica	
	Caps Tappini	
	Anima degli strip Roll from strip	
	Copper	
	Iron and steel Ferro ed acciaio	
	Unsorted waste Rifiuto indifferenziato	

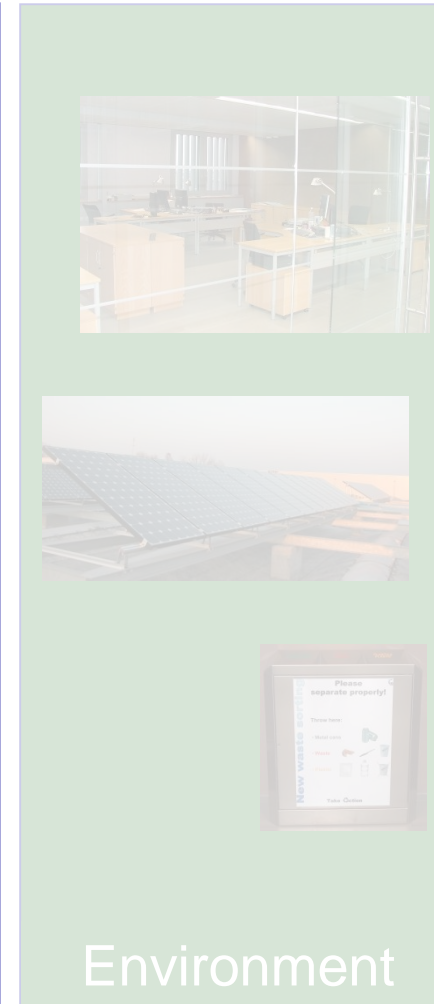


Electrical cars





## 3 key areas To build a company value





**Employees are  
our most important asset**



# Listen

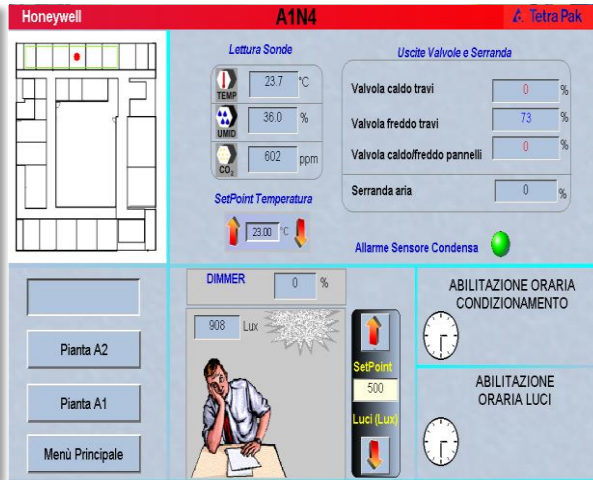
- Employee Engagement Survey
- Support function Survey
- Focus group
- Idea management tool







# Working Environment





# Safety







# Safety

## Steering group periodical visit

**Health & Safety steering group periodical visit in the working place**

Date: 2 March 2016  
 Members: G. Cazzaroli, R. Paltrinieri, M. Ciancio, A. Boschi, R. Franzoni  
 Visited places: Test hall R&D (building I)

**Findings:**

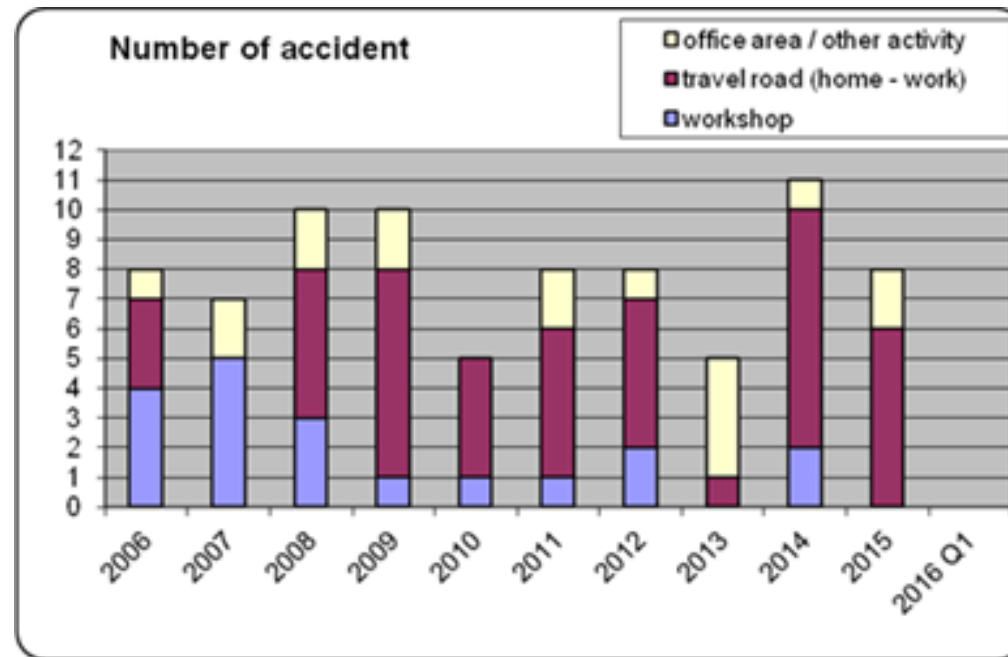


I'd like to remind that for Safety reasons, Insurance conditions and Fire brigade rules, we are authorised to keep within our test halls, a limited amount of consumables (Pack.Mat.,Cardboard etc.). This limit has been established calculating the necessary material for a daily activity. All the remaining material must be sent to external warehouse (SAIMA)



I am pleased to underline that, even in cases of particularly complex projects, we have been able to operate in compliance with rules and safety needs, from the design stage to the current test.

**Safe & Healthy**  
 Everyday. Everywhere.



## Health & Safety campaign





# Stress work related



**D.lgs. 9 aprile 2008, n. 81**  
**Testo coordinato con il D.Lgs. 3 agosto 2009, n. 106**

## TESTO UNICO SULLA SALUTE E SICUREZZA SUL LAVORO

Attuazione dell'articolo 1 della Legge 3 agosto 2007, n. 123 in materia di tutela della salute e della sicurezza nei luoghi di lavoro.

(Gazzetta Ufficiale n. 101 del 30 aprile 2008 - Suppl. Ordinario n. 108)  
 (Decreto integrativo e correttivo: Gazzetta Ufficiale n. 180 del 05 agosto 2009 - Suppl. Ordinario n. 142)

### Aggiornamenti legislativi:

- Legge 2 agosto 2008, n. 129 - G.U. n. 190 del 02/08/08 - Legge di conversione del D.L. 03 giugno 2008, n. 97
- Legge 6 agosto 2008, n. 133 - G.U. n. 195 del 21/08/08 - Legge di conversione del D.L. 25 giugno 2008, n. 112
- Legge 27 febbraio 2009, n. 14 - G.U. n. 49 del 28/02/09 - Legge di conversione del D.L. 30 dicembre 2008, n. 207
- Legge 7 luglio 2009, n. 88 - G.U. n. 161 del 14/07/2009 - Suppl. Ordinario n. 110/L

IL PRESENTE TESTO NON RIVESTE CARATTERE DI UFFICIALITÀ. LA VERSIONE UFFICIALE È PUBBLICATA SULLA GAZZETTA UFFICIALE DELLA REPUBBLICA ITALIANA. LE CONSIDERAZIONI ESPOSTE SONO FRUTTO ESCLUSIVO DEL PENSIERO DEGLI AUTORI E NON HANNO CARATTERE IN ALCUN MODO IMPEGNATIVO PER L'AMMINISTRAZIONE PUBBLICA DI APPARTENENZA. NON SI ASSUME NESSUNA RESPONSABILITÀ PER EVENTUALI DANNI SIA DIRETTI CHE INDIRETTI CAUSATI DALL'USO DEL PRESENTE TESTO.

DOTT. ING. GIANFRANCO AMATO - DPL VICENZA - [GAMATO@LAVORO.GOV.IT](mailto:GAMATO@LAVORO.GOV.IT)  
 DOTT. ING. FERDINANDO DI FIORE - DPL PAVIA - [FDIORE@LAVORO.GOV.IT](mailto:FDIORE@LAVORO.GOV.IT)  
 -REV. OTTOBRE 2009 - PUBLIC DOMAIN-

**Low risk**

# Counselling corner

## WorkLife Balance more for me, more for Tetra Pak

Servizi

Convenzioni

At

► BENEFIT PLAN 2.0

► TIME SAVING

► MOBILITY

► CARE SERVICES

- Baby Sitter
- Operatore socio assistenziale
- Operatore socio sanitario
- Care Emergency
- House Care
- Pulizie per la casa
- **Sportello Counseling**

## Sportello Counseling



Il **counseling** e' un'attività professionale mirata ad orientare, sostenere e sviluppare le potenzialità dell'individuo, promuovendone atteggiamenti attivi e propositivi, e stimolando le capacità di scelta. Il supporto offerto ha come obiettivo il miglioramento della qualità di vita della persona, mediante la creazione di uno spazio di ascolto nel quale esplorare difficoltà legate a fasi di transizione e rinforzare capacità di scelta e di cambiamento.

Il servizio e' gratuito e rivolto a tutti i dipendenti (sia permanent che temporary) che desiderano ricevere supporto per superare un momento di cambiamento sia nella vita professionale, sia nella vita privata.



**Work is a state of being – not a place**



# New ways of working





# WorkLife Balance Competence

Maintains a conscious balance between work and personal life so that one doesn't dominate the other; it is not one-dimensional; knows how to attend to both; gets what he/she wants from both.







# Company Benefits

- Kindergarten
- International school
- Sustainable mobility
- Wellness area
- Yearly Benefit Plan
- Summer Job programme
- Parents program
- Company Groups (Solidarity group, Sport group, ArtClub)
- Family Day (open house)







# WorkLife Balance

more for me, more for Tetra Pak



Servizi

Convenzioni

AREA PERSONALE

ESCI ✕

## BENEFIT PLAN 2.0

Compensate your needs



## TIME SAVING

Make the most of your time



## MOBILITY

Look for the smartest route



## CARE SERVICES (People / House care)

Support when and where you need it



## JOIN THE NETWORK

Manage your subscription to Tetra Pak gym, groups and kindergarten



## SHOPPING

Your badge gives you advantages



HELP DESK



### PRIMO PIANO





# Parents program

Guidance to manage maternity & paternity leave



Keep in touch

Stay tuned

Counselling



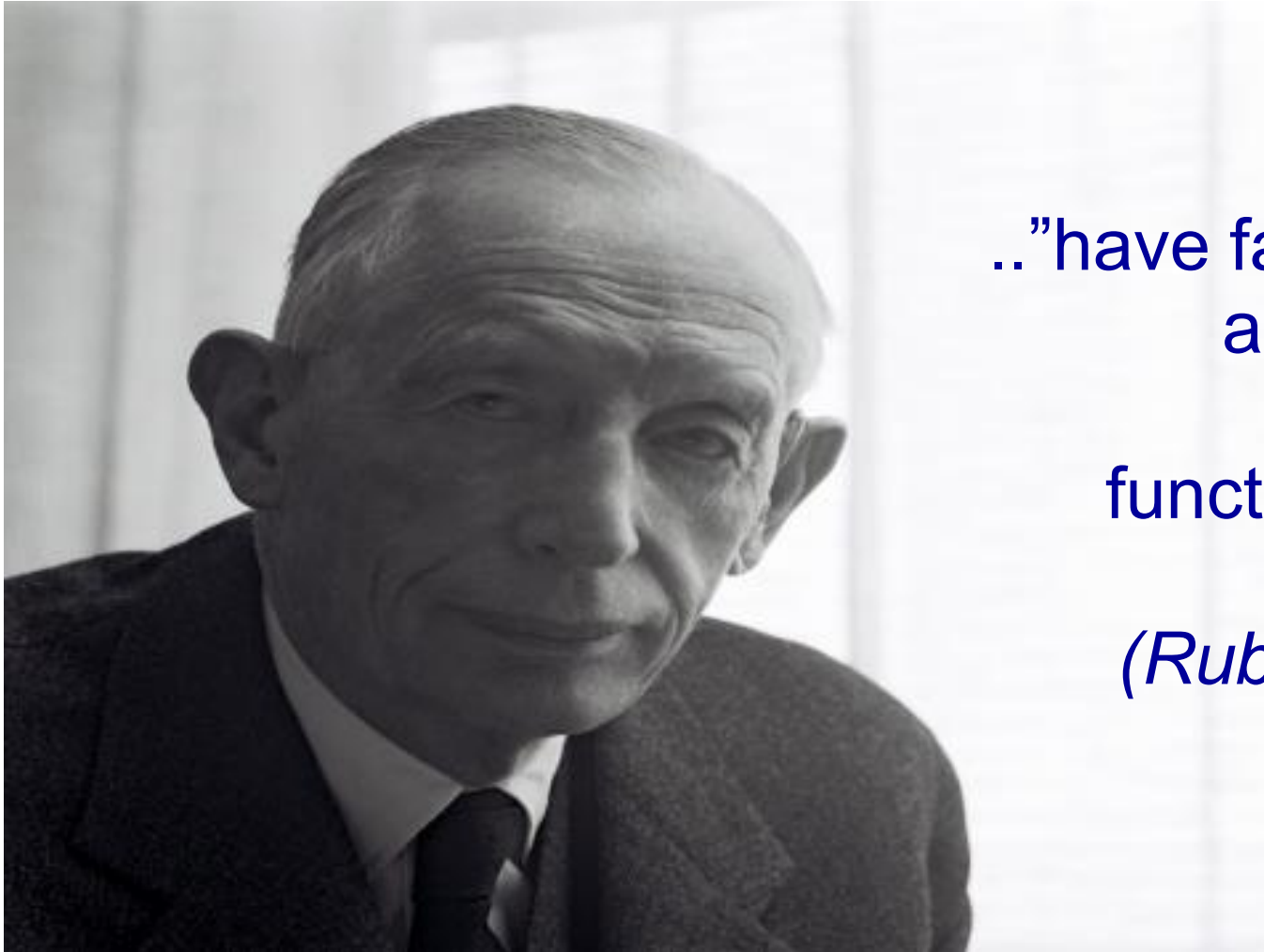
Integration of  
economic treatment  
for maternity  
leave till the  
baby is 1 year old

Help manager to be informed and guided on steps to manage a maternity and paternity leave

Help employee to be informed and feel cared for during maternity and paternity leave needs



# Trust



.."have faith in your colleagues  
and co-workers,  
we cannot  
function without trust"...

*(Ruben Rausing 1963)*



