

# INCLUSION AND TALENT RETENTION

## OUR POLICY

### 1 A FAIR AND INCLUSIVE WORK ENVIRONMENT

CSC Costruzioni believes that a fair and inclusive work environment and a diverse group are key to achieving the goals.

### 2 EXPAND OUR CULTURE

We are looking for candidates who can expand our culture and challenge the market through competitiveness and innovation.

### 3 PROMOTE A HEALTHY ENVIRONMENT

We strive to foster an environment in which all staff can bring themselves to work, and we are committed to providing all applicants with a fair and accessible hiring process.



### WORK-LIFE BALANCE

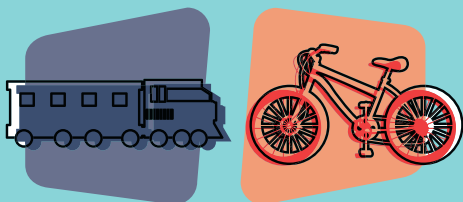
We enable our employees to balancing private life with work through smartworking and part-time working rates

### TRAINING AND DEVELOPMENT

We believe in people by providing internal and external training according to the professional development plan

### FLEXIBLE HOURS

Entry and exit times are arranged with one's supervisor according to the needs of both the company and the employee



### SUSTAINABLE MOBILITY

We promote the use of public transportation by contributing to the purchase of annual train and bus passes



### INTERNATIONAL ENVIRONMENT

Multilingual workspaces with diverse cultural backgrounds to foster exchange and diversity