

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

Gianmaurizio Cazzaroli

Bologna, 21 October 2016



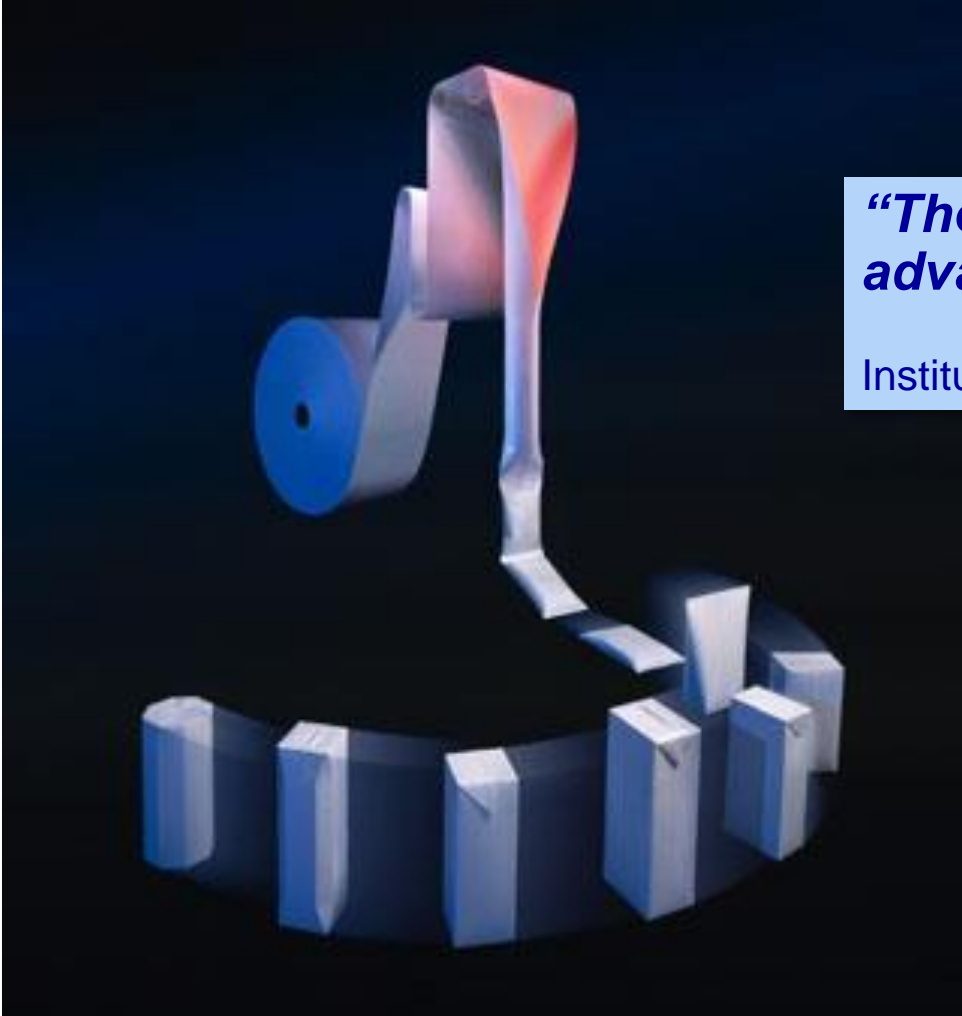


“A package should save more than it costs”





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

OUR CORE VALUES

QUALITY & INNOVATION

We do not compromise on quality. We relentlessly drive for better, fit-for-purpose solutions and breakthrough innovations.

OUR CORE VALUES

FREEDOM & RESPONSIBILITY

We have the freedom to take initiative and act decisively in the best interests of Tetra Pak and our customers. We take responsibility for our actions and contribute to the communities in which we operate.

OUR CORE VALUES

CUSTOMER FOCUS & LONG TERM VIEW

We ensure we add value and inspire our customers because we recognize that they come to us by choice. We dare to lead with a focus beyond tomorrow and take opportunities to learn and grow.

OUR CORE VALUES

PARTNERSHIP & FUN

We respect and rely on one another and all our stakeholders for exceptional results. We enjoy working together and celebrating our achievements.



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

Territory

Employee

Environment



3 key areas To build a company value

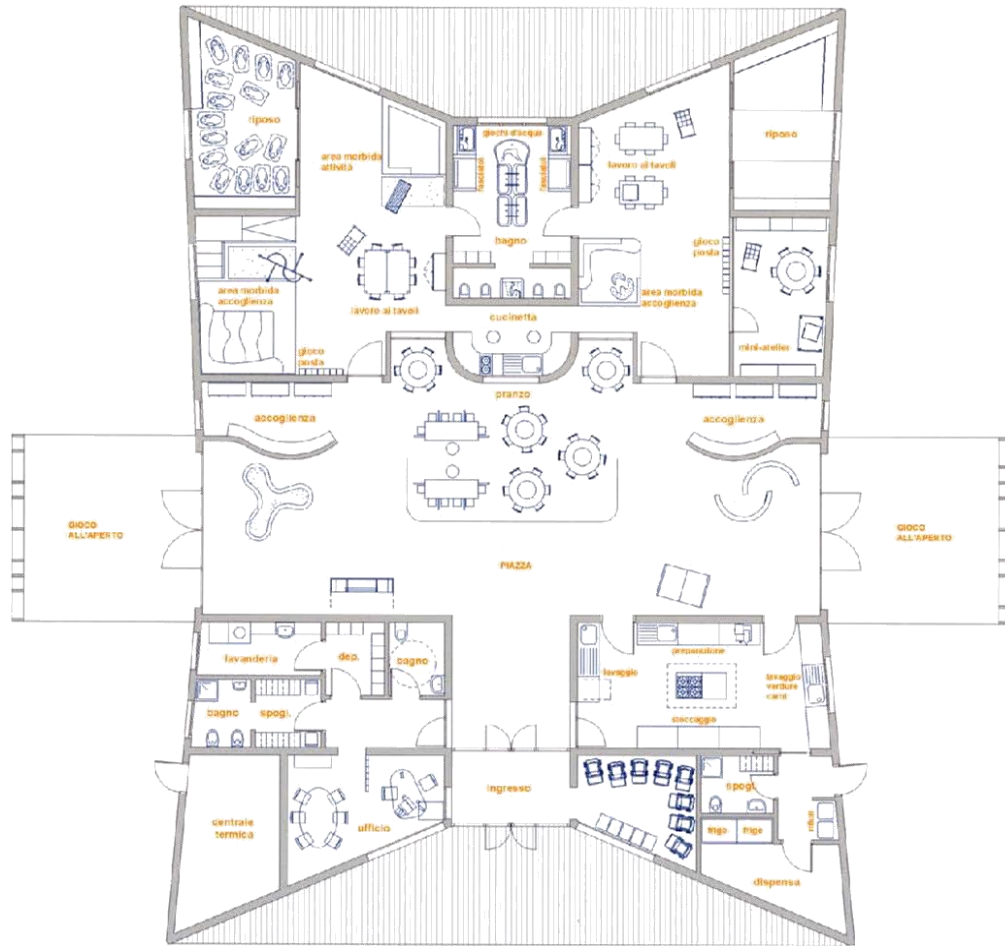
Territory

Employee

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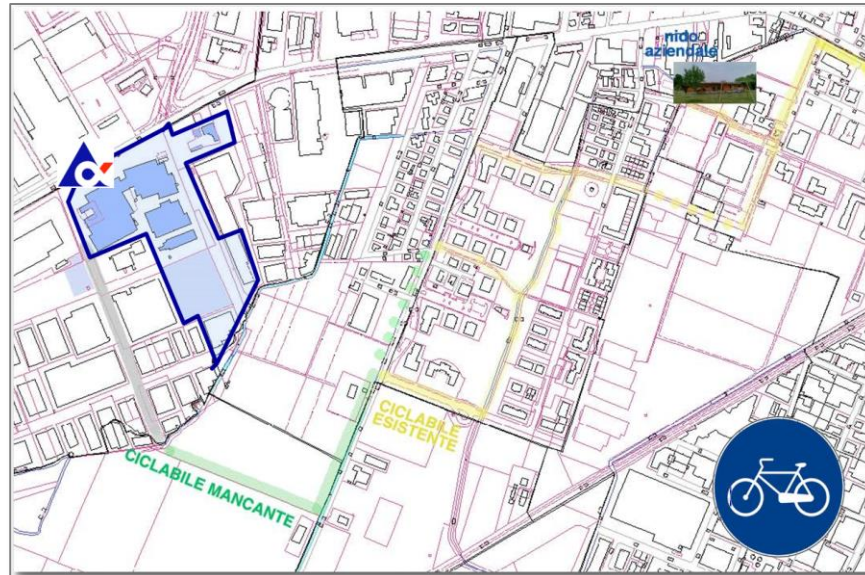
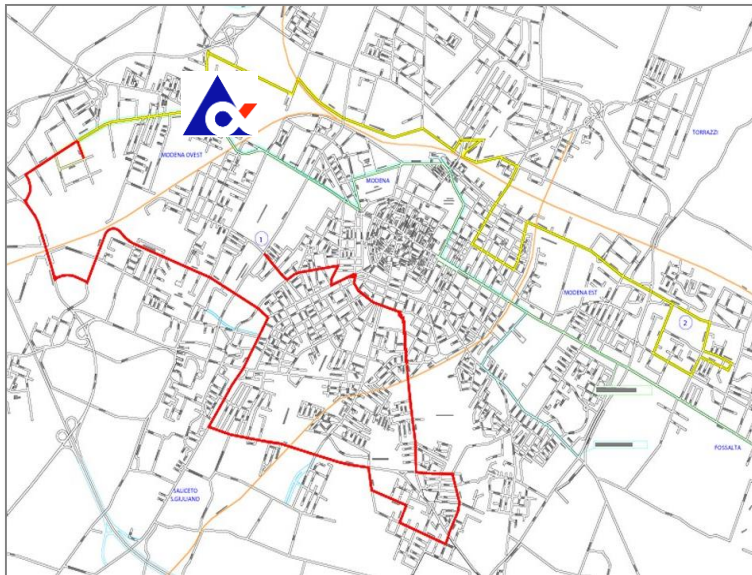


Kindergarten





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



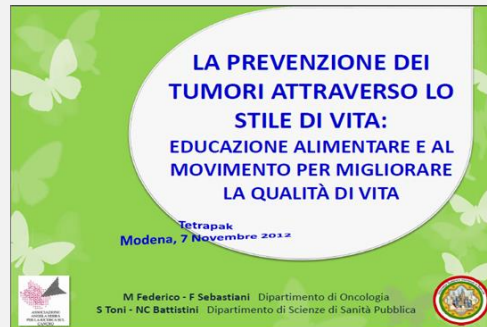
Solidarity group initiatives

“Mi stai a cuore”



Seminars:

- **Prevenzione dei Tumori**



- **Corso di disostruzione pediatrica**





3 key areas To build a company value

Territory

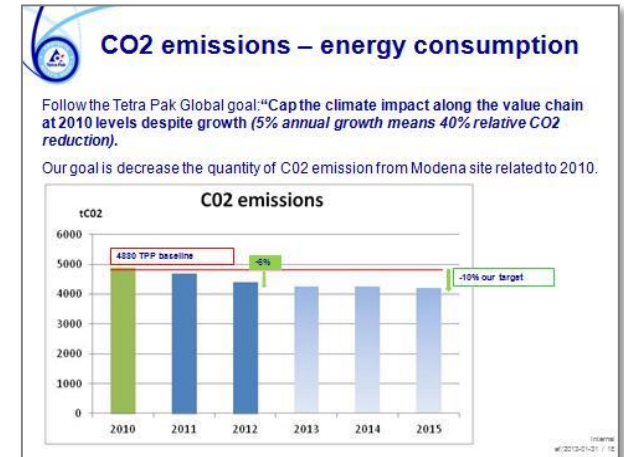
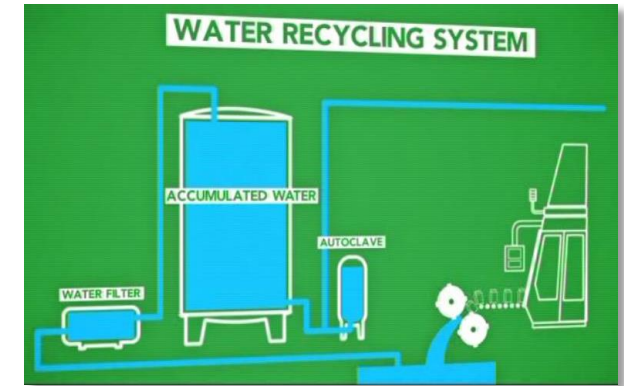
Employee

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 – CO₂ 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	
	Anims degli strip Roll from strip	
	Scrap Copper	
	Iron and steel Ferro ed acciaio	
	Unsorted waste Rifiuto indifferenziato	



Electrical cars



3 key areas To build a company value

Territory

Employee

Environment



**Employees are
our most important asset**



Listen

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





Working Environment



Honeywell A1N4 Tetra Pak

Letture Sonde

TEMP	23.7 °C
UMID	36.0 %
CO ₂	602 ppm

SetPoint Temperatura

23.00 °C

Uscite Valvole e Serranda

Valvola caldo travi	0 %
Valvola freddo travi	73 %
Valvola caldo/freddo pannelli	0 %
Serranda aria	0 %

Allarme Sensore Condensa

DIMMER 0 %

908 Lux

SetPoint 500

Luci (Lux)

ABILITAZIONE ORARIA CONDIZIONAMENTO

ABILITAZIONE ORARIA LUCI

Pianta A2

Pianta A1

Menù Principale





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:

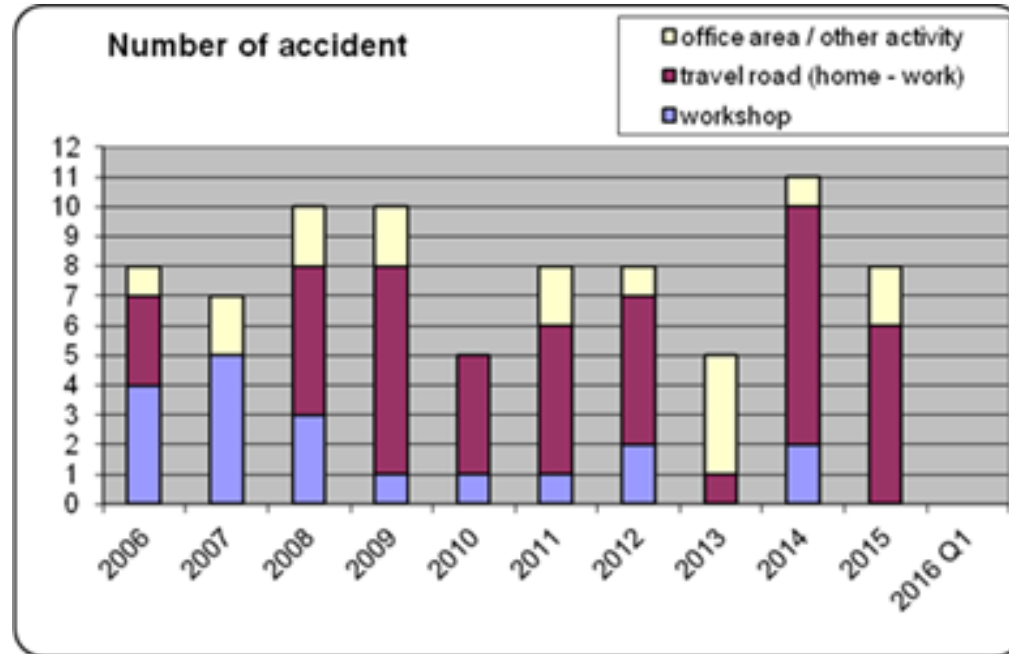


I'd like to remind that for Safety reasons, Insurance conditions and Fire brigade rules, we are authorized to keep within our test halls, a limited amount of consumables (Pack.Mat.,Carboards,etc.). This limit has been established calculating the necessary material for a daily activity. All the remaining material must be send 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. 180 del 02/08/08 - Legge di conversione del D.L. 03 giugno 2008, n. 87
- 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 IMPIEGATIVO 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 - GAMA.TO@LAVORO.GOV.IT
DOTT. ING. FERDINANDO DI FIORE - DPL PAVIA - FDFIORE@LAVORO.GOV.IT
-REV. OTTOBRE 2006 - PUBLIC DOMAIN-



Low risk



Counselling corner

WorkLife Balance more for me, more for Tetra Pak

Servizi

Convenzioni



▶ 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



Primo piano convenzioni

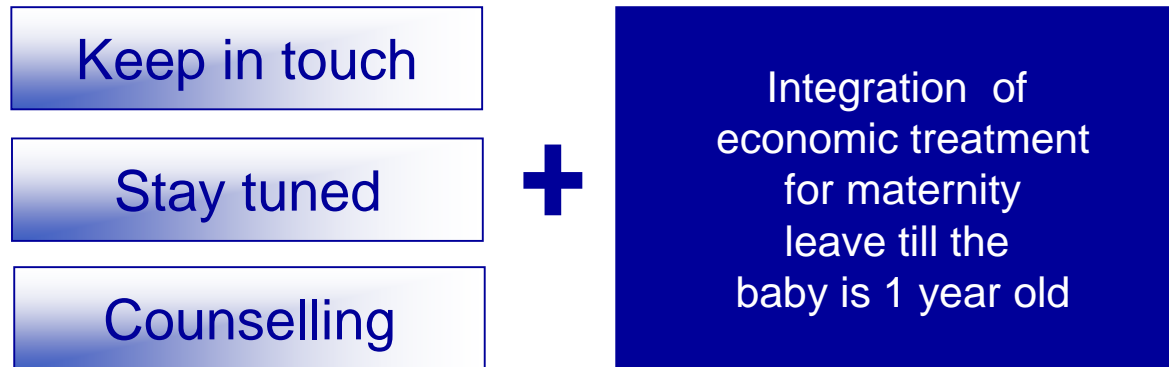
Clicca e scopri
le offerte





Parents program

Guidance to manage maternity & paternity leave

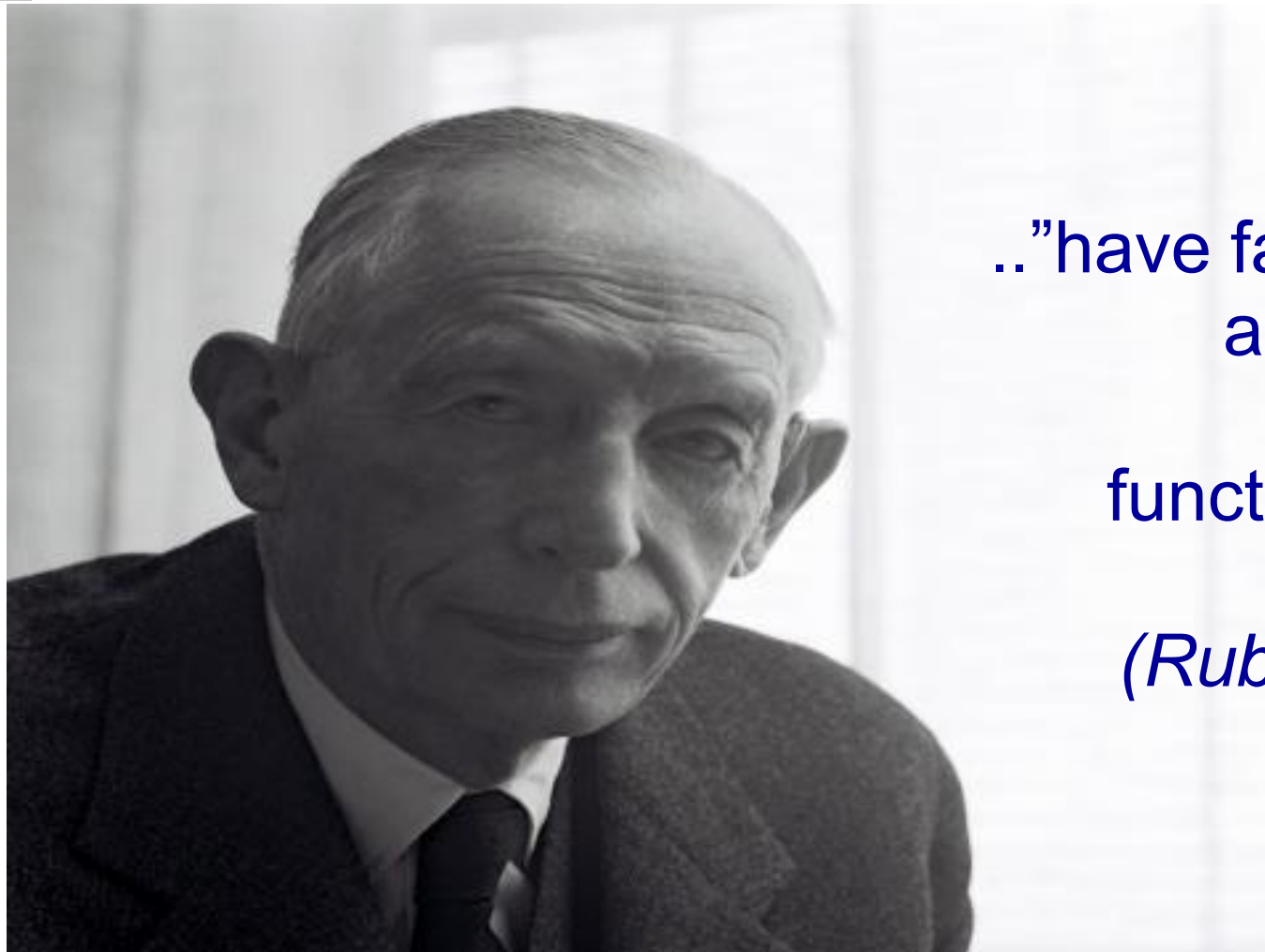


Help manager to be informed and guided on steps to manage a maternity and paternity leave

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)

