

Confindustria and the Unions acknowledge Lechler's corporate social responsibility

Syracuse – 2 April 2014

“For developing shared initiatives in various areas of corporate social responsibility, particularly through the company Welfare Project focused on improving working conditions but also on satisfying the extra-curricular needs of employees and their families through, among other things, summer apprenticeships, special rates for crèches and summer camps for the children of employees and the introduction of flexible working conditions, such as part-time positions, flexi-time and paid leave for employee medical check-ups.”



These were the reasons for the national **“Best business experiences”** award for shared initiatives at company level in the area of health and safety in the workplace, respect for the environment and, more generally, contractual welfare, presented to **Aram Manoukian**, Chairman of Lechler, on **National Health, Safety and Environment Day 2014**.

The award was founded by **Federchimica and Farindustria** in association with the unions **FILCTEM CGIL, FEMCA CISL, UILTEC, UGL, FAILC – CONF.A.I.L. and F.I.A.L.C. CISAL**.



“The close attention paid to employees, with the goal of fostering their sense of belonging to the company, has been one of the pillars on which Lechler has based its activities for over a century; for us, taking care of our human capital is normal and always has been: it is part of Lechler's cultural DNA. This award is a source of great satisfaction for us because it highlights our commitment to universal values that are often only recognised within the company”.

*Adriano Borghi
Director Human Resources, Lechler*

An achievement based on tangible initiatives

Lechler carries out numerous activities aimed at improving the lives of its employees, both inside and outside of the workplace. These initiatives form part of a series of plans and projects that can be summarised as follows:

- the **Company Training Plan** seeks to foster the flow and exchange of know-how, promoting a homogenous and decentralised company culture;
- the **Cantera Project** prepares junior employees to cover strategic company roles, meaning that there is no need to seek fully-trained professionals on the market;
- **Sustainability and Corporate Social Responsibility** programmes focus the attention on problems with a social and ethical impact, primarily through pro-bono initiatives in the community;
- **Company Welfare**, which at Lechler represents a strategic lever for promoting processes of identification with the company's values, includes a series of initiatives targeted at employees and their families;
- the **Un Fiocco in Azienda** project helps female employees to enjoy maternity with complete peace of mind.

These initiatives convinced Federchimica and the national unions to acknowledge Lechler together with two other important and deserving businesses in the chemicals industry, L'Oreal and Versalis.



"When you work well together you achieve your goals. And Lechler has achieved many goals over the years! Receiving such acknowledgment is a further incentive for us to continue along this path of active collaboration."

Vito De Feudis- RSU Lechler

The Lechler Marketing Department