

UBI Banca: new appointments and smart working hours on the increase in 2016

*The results achieved by the Group helped UBI Banca take its place in the
“Top Employer” category for the third consecutive year*

Milan, 13th February 2017 – The change in progress in banks as at other workplaces requires both the introduction of new expertise and professional figures and also the adoption on an increasing scale of new flexible solutions for managing time and physical travel. On the one hand, the growing demand for services and approaches based on digital experiences require specialist personnel in tune with constantly evolving customer demands, and on the other hand the most recent technology and software applications facilitate innovative approaches such as smart working. In this context UBI Banca has offered important job opportunities especially for young people under 35, who constituted the majority of new recruits in 2015 and 2016, and it also expanded its flexible working initiative.

In 2016 UBI Group employees spent **2,760 days in smart working mode**, during which they worked from offices close to their homes, thereby avoiding travel by car and public transport. They also conversed with their colleagues and managers using, amongst other things, new instant messaging and corporate social network solutions that the Group is gradually introducing. The total number of days worked in this mode increased by 51% on 2015.

For each day spent smart working every worker in the UBI Group avoided travelling on average 102 km, (to and from work), they saved around €20 and gained two hours of time so they were able to spend more time on their own commitments and personal activities.

The managers of the workers involved expressed their satisfaction and reported that all the goals set had been achieved (100% of cases) and also that productivity had increased (94% of respondents).

The year 2016 was also important for new recruits in the Group, which saw over 500 new employees in addition to the 400 appointed in 2015; 55% of the new recruits in the two-year period were women and 84% of the new entrants to the workforce in that same period were under 35.

These results, together with various indicators (e.g. induction programmes for new recruits, training, development of leadership, management of performance, career paths and change, salary and benefit policies, corporate culture) led the Top Employers Institute, you an internationally certified organisation, to confer the title of Top Employer for 2017 on UBI Banca. Top Employers Italy certification, which assesses and certifies the excellence of working conditions provided for employees and the excellence of HR policies put in place in companies in various sectors, was awarded by this institute to 79 companies.

Mario Napoli, human resources manager at UBI Banca said *“Smart working and workforce turnover are the two key aspects of our personnel policies with which we aim at increasingly greater staff satisfaction, the indispensable basis for providing clients with excellence in our services and for generating value for our shareholders. The fact that our personnel policy has been certified as an excellence by the Top Employer Institute for the third consecutive year is of course further reason for satisfaction for us too and it is an incentive to continue with the good work undertaken in that direction by the Group”*.