

## CARING AS A TOP PRIORITY

We want every employee to have a work environment based on trust, respect and close relationships. This climate is essential to give everyone the desire to act and to stretch themselves.

- Wellbeing at work
- Equality of opportunity and diversity
- Compensation and benefits policy
- Values and work environment
- Committed CSR policy

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## EMPOWERMENT

Enable everyone to contribute, to invent and to reinvent by sharing responsibilities, recognizing the right to make mistakes, encouraging initiatives and fast decision-taking.

- Decentralized management
- Collaborative innovation
- Feedback culture

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## EXCELLENCE AND THE DEVELOPMENT OF POTENTIAL

Consider all employees as potential or proven talent and unleash their skills through multiple opportunities for training and development.

- Training
- Career management
- Integration of employees
- Industrial and commercial excellence

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## INTERNATIONAL POTENTIAL TO PROVIDE OPPORTUNITY

Nurturing big ambitions on an individual scale and offering people the chance to take part in this adventure without giving up on their aspirations.

- Big Bel, an ambitious company project
- International mobility
- Multiculturalism and international scope
- Leadership and high profile of brands

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