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PRESS RELEASE - CORPORATE WELFARE

SIT focuses on mental health Enhanced corporate welfare and flexible work

Up to 12 days of smart working per month, elimination of badge scanning, psychological help desk, and mindfulness workshop available to employees

Padua, 20 October 2022 - From the adoption of smart working in pre-pandemic times to the activation of the Psychological Helpdesk for plant employees up to the abolition of badge scanning in all corporate offices of the group, SIT has always established itself as a company that promotes flexible work in an environment based on trust, commitment, and responsibility.

With the end of the Covid 19 emergency, SIT - **which employs 2,500 people worldwide, almost 60% of whom are women** - has decided to promote smart work structure and flexible work as a pillar of personnel management and to take care of the *mental health* of its employees by engaging numerous welfare and wellbeing initiatives.

*"In this, we are closer to Anglo-Saxon models, which have been dealing with the psychological and emotional health of employees for years," comments **Roberta Fagotto, Human Capital Director of SIT**. "It is a delicate point because there are those who believe very much in the importance and influence of this element in work, and those who believe that the quality of work is not affected by the effects of an employee who is uninspired, or unhappy, or who is for any reason external or internal to the company in trouble. In Italy, this type of discussion began in the post-pandemic but has yet to really open up and there are very few best practices. Therefore, we are proud to be able to offer our people and those who evaluate us - potential colleagues or other stakeholders - a welfare plan that focuses heavily on mental health".*

The "**Wellbeing in the Company**" program contains 3 blocks of initiatives that are accessible digitally, remotely, during working hours, and varying according to the target staff. Among these, there are workshops on rebalancing and meditation techniques (such as mindfulness, zen, yoga, and disconnect to recharge) to better manage stressful situations, aimed at giving psychological benefits by focusing on mind/body balance.

SIT employees will also be able to book appointments with a psychologist during working hours, designed to support the well-being of the individual in the company. *"We have had very positive results from the experimentation of the Psychological Helpdesk carried out in our main Italian plant and we have decided to extend it to all colleagues,"* says Fagotto.

Hybrid work completes the pillars of SIT. For several months a structured Smart working formula has been active with a formula of 3 days a week for the Milan office and 9 days a month to be used at the discretion of the employees of the Padua headquarters. In addition, **badge scanning in all Corporate offices was eliminated** to make working hours more flexible and continue to invest in the trust and development of entrepreneurship of the individual, regardless of the role. The culture of hybrid work is also supported through



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webinars dedicated to collaboration, the new leadership style, how to reduce “technostress”, and how to work well remotely while enhancing soft skills.

*"We have invested heavily to add a program dedicated to well-being to the basic training offer that enhances hard and soft skills and encourages inclusive leadership and teamwork. The primary goal is to make our people feel good at a time when phenomena such as mass resignations and quiet quitting are gaining ground, even in Italy. We are convinced that motivated and happy people, even from a psychological point of view, are the key element to achieving business goals and continuing to be market leaders. We also want - underlines Fagotto - to increase attractiveness to young people, especially in the **STEM** field, and that is why we have also started the process of becoming a **"Great Place To Work"**.*

In-depth analysis - SIT and People Management

With over 2,500 employees around the world, the development of **Human Capital and a Company Welfare offer that is constantly updated and in line with the best practices of the Italian landscape** constitute a further cornerstone of management and sustainability policies. The welfare of SIT is based on 5 pillars:

- **Hourly flexibility and Smart Working:** hybrid work has become structural in SIT with a formula of 3 days of SW per week for the Milan office and 9 days of SW per month to be used at the discretion of the employees of the Padua headquarter. Badge scanning has been eliminated in some locations to make working hours more flexible and continue to invest in the trust and development of entrepreneurship of the individual, regardless of role. The culture of hybrid work is also supported through webinars dedicated to collaboration, how to reduce “technostress”, and how to work well remotely while enhancing soft skills.
- **Wellbeing:** “Wellbeing in the Company” is the program that includes 3 blocks of different initiatives depending on the target of employees, from yoga coaching courses during working hours, to webinars on the most qualified methodologies for well-being such as mindfulness and guided meditation.
- **Organizational Talent Review:** Overcoming the traditional view on performance evaluation with a mapping of “organizational vitality” aimed at growing the talent pool in the company and orienting managerial choices towards merit and equity.
- **Analysis of Atmosphere and Climate,** with the start of the path to becoming a “Great Place to Work”.
- **Leader as a coach:** SIT encourages inclusive, listening-oriented, and collaborative leadership with a view to developing ownership of individual professionals in the company and cultivating Talents for the future.

SIT, through its two divisions Heating and Metering, creates intelligent solutions for controlling environmental conditions and measuring consumption for a more sustainable world. A leading multinational in its target markets and listed in the Euronext Milan segment, SIT aims to be the main sustainable partner of energy and climate control solutions serving corporate clients, paying great attention to the experimentation and use of alternative gases with low environmental impact. The group is present with production sites in Italy, Mexico, the Netherlands, Romania, China, Tunisia, and Portugal, as well as having a sales structure covering all relevant world markets. SIT is also a member of the [European Heating Industry](#) and the [European Clean Hydrogen Alliance](#), as well as the [Community Valore Acqua per l'Italia](#) - www.sitcorporate.it



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Media Relations SIT Spa
a cura di TWIN Srl

Chiara Bortolato
email chiara@twin.services
mobile +393478533894

Tommaso Pesa
email tommaso@twin.services
mobile +393470735670