

Context

Palladio Group promotes the economic well-being of its people and strengthens the Group's commitment to social sustainability, ensuring that all workers are fairly compensated for their contribution in relation to the living wage applicable in the different countries in which it operates.

The living wage represents the minimum economic threshold necessary to live in a given geographical area, calculated considering the real costs of living and calculated using recognized benchmark tools.

Perimeter of the policy

This policy applies to all people in the Palladio Group who have a collaboration contract, without any distinction.

Scope of application

The following policy applies with reference to the salary paid.

Our commitment

This policy aims to ensure that all people with fixed-term, permanent and temporary contracts receive a salary sufficient to live with dignity, by ensuring that the minimum salary paid is greater than or equal to the value of the subsistence wage. We thus recognize the importance of a salary that supports basic living costs such as food, housing, healthcare, education, transportation and emergency savings.

Governance

The CEO and the General Management have the task of periodically verifying the content of the following policy, also in relation to compliance with the regulations in force in the field of Labor Law.

Responsibility

The Human Resources function monitors the application of this policy on an annual basis, identifies any need for adjustment in the event of a gap between the minimum wage applied and the living wage and draws up timely reporting in the annual Sustainability Report.

Revision and update of the policy

The verification of this policy, including its possible revision, takes place at least annually to allow the Group to adapt to new needs, as well as to improve overall performance.

Chief Executive Officer

Dr. Mauro Marchi

