

press release

Bologna, 16 January 2025

Hera: Top Employer for 16 years without interruption

The Group has been confirmed as one of the best companies in Italy and worldwide in human resource management, thanks to its commitment to combining corporate growth, collective wellbeing and sustainable development.

For the sixteenth consecutive year, the Hera Group has been certified as a Top Employer for its labour policies.

This is a remarkable achievement, since this certification is among the most significant recognitions internationally given to companies that meet high standards in human resource management by the Top Employers Institute, a global certifier of corporate excellence in HR (Human Resource), based in the Netherlands.

Top Employers Certification is awarded to companies that meet the high standards required by the HR Best Practices Survey. The analysis, which is highly attentive and increasingly selective from year to year, covers 6 macro-areas related to human resource management and examines in depth 20 different topics and the respective best practices, including: recognition of people and their professionalism, work environment, career opportunities, training and development, valuing diversity, fairness and inclusion, and well-being.

This year the Top Employers programme recognised and certified 2,429 Top Employers in 125 countries worldwide, including the Hera Group.

The main strengths that enabled the Hera Group to achieve this important result are: safety, procurement, sustainability, inclusion, wellbeing and people development.

In these areas, investments coming to 60 million euro have been planned for the 2024-2027 four-year period in staff training, a third of which will be dedicated to safety. 2,600 new hires are also foreseen along with many initiatives for the development of new skills, to support parents, frail people, caregivers and to valorise different abilities. The Group's investment in and commitment to the growth and wellbeing of its people includes combating gender-based violence and promoting inclusion.

The new elements of 2024 included the Good Work Deal, signed in July with the trade unions, a forward-looking and virtuous document that provides a new reference point nationwide, capable of combining corporate growth, sustainable development and collective wellbeing, and that encompasses the good practices of valuing people accumulated over the years, making them a resource that is shared with the trade unions.

This document was drafted using an inclusive language, ensuring it could be accessed in digital format as well to make it usable for blind or visually impaired persons using screen readers.

The foremost novelty in the Good Work Deal lies in the calculation of the performance bonus, which is partially based on the Hera Group's ability to increase shared value (in addition to the progressive annual increase in the same bonus, amounting to 225 euro per year over the 2025-2027 three-year period). This is accompanied by a series of people development actions in terms of evolving working methods, accelerating process digitalisation and increasing the value of sustainability and circularity.

The good quality of life of the Group's over 10,000 employees is also supported by its extensive welfare plan, offering them a wide range of services, in which the company invests 18 million euro every year.

The most significant initiatives include free psychological support sessions, personalised diet plans and sessions with physiotherapists and posturologists, health promotion and prevention programmes with free check-ups and screenings, initiatives to support parenting and childhood education, and sustainable mobility.



David Plink, CEO of the Top Employers Institute

“Through advances in technology, economic change and the evolving social landscape, it is inspiring to see people and organisations challenge themselves. This year, the Top Employers Certification Programme highlights the dedication of our Top Employers, who continue to set high standards through world-class HR strategies and practices, promoting growth and well-being while improving the working world. It is with great pride that we celebrate these leaders and teams, capable of putting people at the centre: the Top Employers 2025!”

Cristian Fabbri, Hera Group Executive Chairman

“This recognition confirms our constant commitment to enhancing our main resource: people, with their skills, professionalism and uniqueness. Our way of being a company is based on respect for their needs and satisfaction, projected towards a path of constant improvement in offering every day services that are indispensable to the lives of citizens and companies.”