

**press release**

Bologna, 31 January 2019

## Hera is a “Top Employer” for the tenth time

*Innovative human resource strategies, excellent working conditions, initiatives for personal and professional development for the entire company and the new generations: this is how Hera achieved the prestigious certification for the tenth consecutive year.*

The Hera Group firmly holds its place among the companies that set themselves apart for their commitment to providing the best working conditions for their employees and for implementing best practices focused on the development and well-being of its people. It was certified by the Dutch organisation Top Employers Institute which, since 1991, has been carrying out research focused on quality standards in terms of human resources management.

Moreover, with this year's achievement, Hera has achieved ten consecutive Top Employers certifications: a factor that further enhances the value of the recognition and confirms the Group's ongoing focus on the development and continuous improvement of its strategies in this field.

For the Dutch institute, in fact, what qualifies Hera for certification are "the working conditions offered to employees and the ability to develop a human resources strategy focused on putting people first".

Top Employers is one of the most prestigious international awards. Its selection and certification process requires in-depth data surveys and validation. The parameters the Institute analyses include: investment in learning and development, corporate welfare and on-boarding, career and succession management, talent strategy, corporate culture and the working environment. The level required for each of them is very high, which makes access to certification very challenging.

Hera's best practices include: Hextra, the integrated corporate welfare plan for the Group's almost 9,000 employees, in which workers can "customise" a quota of economic resources according to his or her needs, as well as the possibility of converting part of one's performance bonus into an additional welfare quota; work-life balance measures and initiatives to raise awareness on health, safety and well-being issues. Also, Hera Group's

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### USEFUL LINKS

- [Workers at Hera](#)
- [Information on Top Employers Italia](#)
- [Hera on Top Employers](#)

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commitment to equal opportunity and the appreciation of diversity is paramount.

Hera is once again among the leading Italian companies that invest in the personal and professional development of its employees, with 29 hours of training per capita per year, well above the national average for multi-utilities. Heracademy, the corporate university that facilitates the Group's interaction with companies and the main public local organisations, has played a pivotal role in this context. It has also provided targeted training opportunities, such as workshops focused on the macro-trends of business and society. Not to mention the significant investments to increase organisational agility and to develop digital skills. Hera has also implemented many projects thanks to partnerships with important local and national companies, focussing on innovation and circular economy.

The new generations are also at the heart of Hera's commitments, to train tomorrow's employees today and pass on the Group's values and mission. An example is the ever-increasing number of joint school-work experiences that Hera has organised, based on adding business skills to those acquired in secondary schools, which starting this year will also take place in the Veneto and Friuli-Venezia Giulia regions. In addition, the focus on sustainability and generating shared value remains strong, as reflected by Hera's participation in the network of companies involved in the "Insieme per il Lavoro" [Together for Work] project, in which the Group engaged in implementing horizontal cooperation, training and mentoring practices to help people in need or scarcely independent and seeking employment.

"To receive the Top Employers certification for the tenth consecutive year makes us particularly proud because it acknowledges our commitment in the field of training and investments directed to the well-being of our workers, our primary resource – declared **Tomaso Tommasi di Vignano, Executive Chairman of Hera**. Moreover, it confirms our front-line involvement on behalf of the new generations, to whom we try to hand down the distinctive values of our corporate culture: integrity, transparency, personal accountability and continuous improvement".