

Tetra Pak Packaging Solutions spa

Bologna “Welfare aziendale: prospettive future e strumenti innovativi” 06.09.2017



Tetra Pak



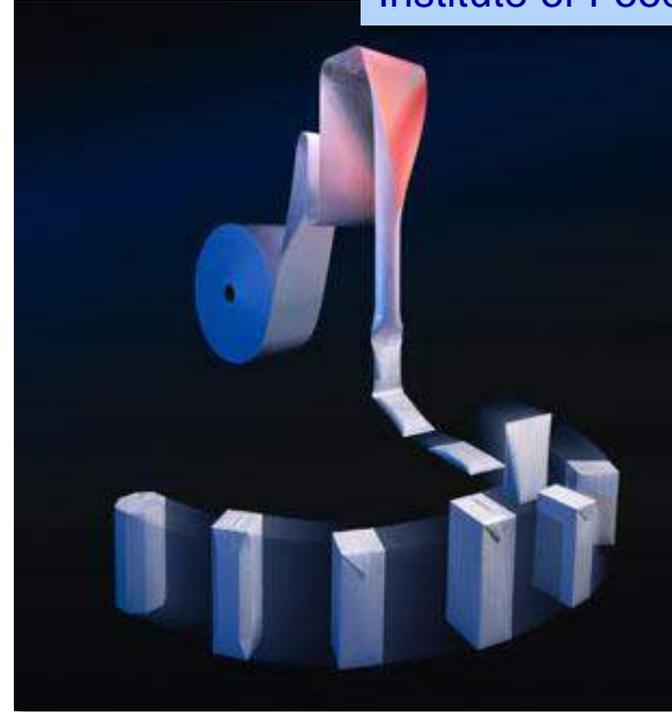


“The most important food science advancement of the 20th Century.”

Institute of Food Technologists 1989



“A package should save more than it costs”



Benefits of aseptic technology



Tetra Pak a full system supplier





Our Core Values

OUR CORE VALUES

QUALITY & INNOVATION

We do not compromise on quality. We relentlessly strive for better. We pursue solutions and breakthrough innovations.



OUR CORE VALUES

FREEDOM & RESPONSIBILITY

We have the freedom to take initiative and act decisively in the best interests of Tetra Pak and our customers. We take responsibility for our actions and contribute to the communities in which we operate.



OUR CORE VALUES

CUSTOMER FOCUS & LONG TERM VIEW

We ensure we add value and inspire our customers because we recognize that they come to us by choice. We dare to lead with a focus beyond tomorrow and take opportunities to learn and grow.



OUR CORE VALUES

PARTNERSHIP & FUN

We respect and rely on one another and all our stakeholders for exceptional results. We enjoy working together and celebrating our achievements.





Tetra Pak Packaging Solutions Spa

Activities:

Production and R&D for packaging line solutions

Facts & Figures:

Employees	830
Women	27%
Foreigners	13%
Average age	39
Seniority	10
University degree	43%
Engineer profile	37%
Specialist profile	8%
Daily entrances	1050





**Employees are
our most important asset**



Listen

- Employee Engagement Survey
- Support function Survey
- Focus group
- Idea management tool





Work is a state of being – not a place



New ways of working





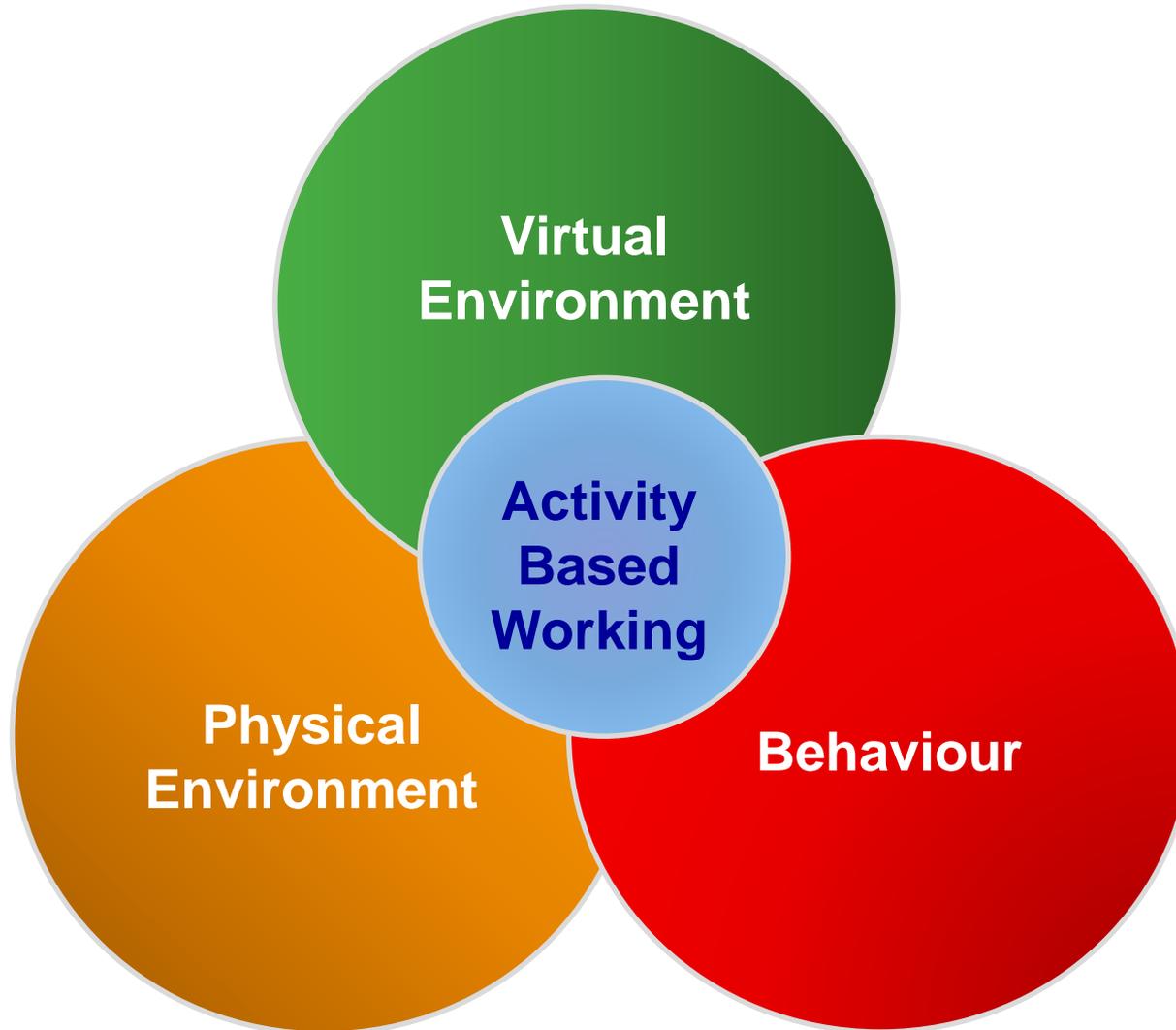
Working Environment

An attractive workplace influences employees' motivation of work and consequently efficiency.





Activity based working, our new way of working



Our compass





Company benefit

- Kindergarten
- International school
- Summer camp
- Sustainable Mobility
(shuttle bus, cycle line, car sharing)
- Wellness area
- Benefit Plan
- Summer Job programme
- Parents program
- WorkLife Balance portal
- Company Groups, (Sport, Solidarity, Art)
- Family Day (open house)





WLB portal



The screenshot shows the WorkLife Balance portal interface. At the top, there is a decorative banner with various icons representing work, life, and balance. The main header includes the text "WorkLife Balance" and the slogan "more for me, more for Tetra Pak", along with the Tetra Pak logo. Below the header is a navigation bar with "Services" and "Shop" tabs, and links for "PERSONAL AREA" and "LOGOUT". The main content area features a vertical list of service categories, each with a text label and a corresponding icon: Health (heart with pulse), Family (family silhouette), Sport, Culture And Hobbies (person meditating), Supplementary Benefits (piggy bank), Work Life Balance (scales), and Mobility (location pin). On the right side, there is a "Help Desk" button and a "SHOWCASE" section featuring a promotional banner for "Primo piano convenzioni" with the text "Clicca e scopri le offerte".



Parents program

Guidance to manage maternity & paternity leave



Help manager to be informed and guided on steps to manage a maternity and paternity leave

Help employee to be informed and feel cared for during maternity and paternity leave needs



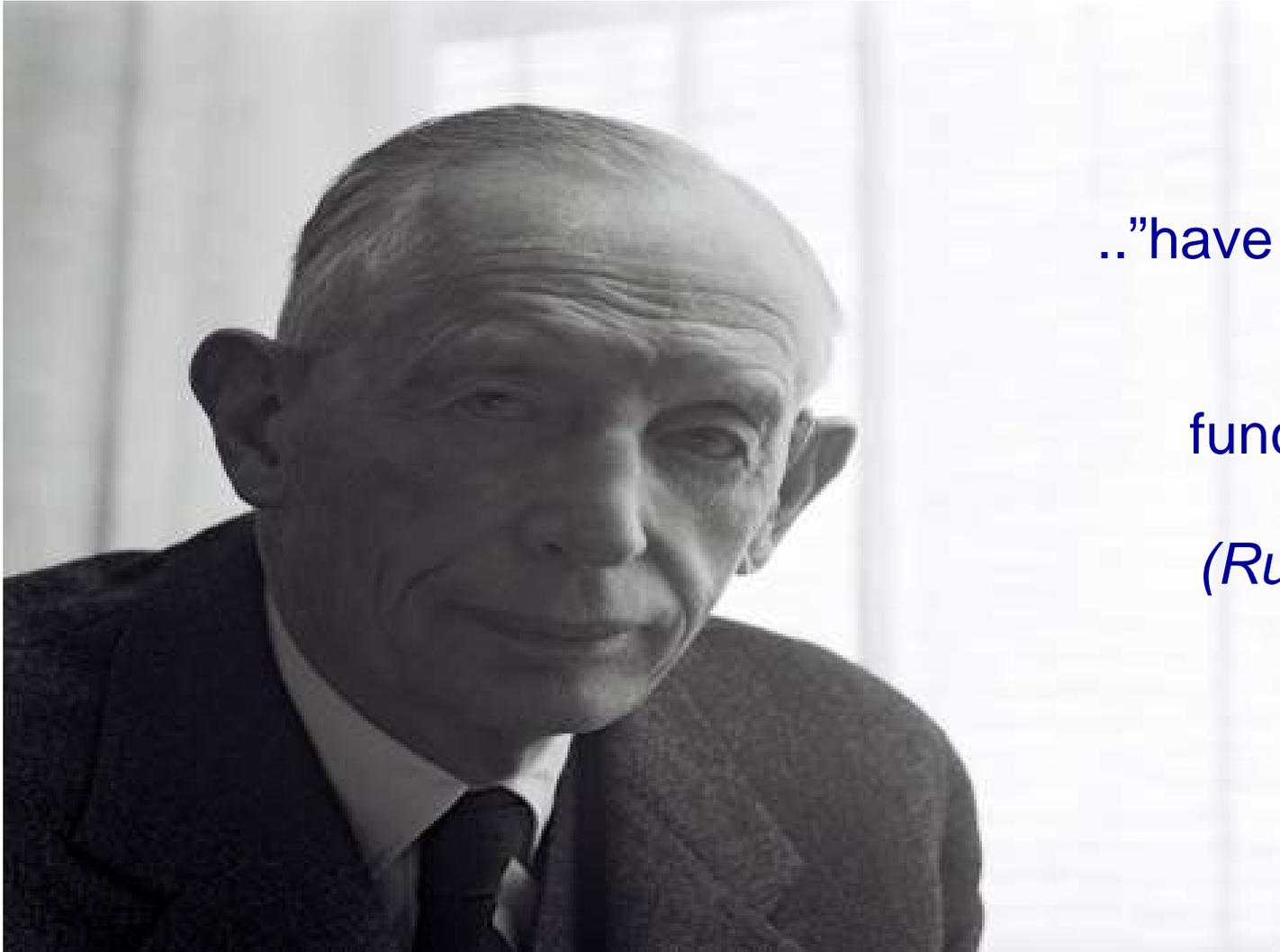
WorkLife Balance Competence

Maintains a conscious balance between work and personal life so that one doesn't dominate the other; it is not one-dimensional; knows how to attend to both; gets what he/she wants from both.





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..”have faith in your colleagues
and co-workers,
we cannot
function without trust”...

(Ruben Rausing 1963)



Innovation is our heritage... ...Trust is our compass

95%
5%



