THE SOCIAL PORTRAIT

towards Corporate Social Responsibility
Corporate Social Responsibility, a new concept in the vocabulary of Elettronica, but deeply rooted in the Company’s choices and activities in sixty years of history.

Combining economic growth with attention to people, environmental sustainability, and local socio-economic fabric is a path that the Company has always pursued, convinced that excellence is achieved only through a perfect synergy between value creation for the enterprise, for employees, for clients, for the territory and for all stakeholders.

A value is such when it is shared and involves all the phases of a path: the focus on people who continue to build the history of Elettronica, their families, support for local communities, strong engagement in sustainable processes and safeguarding the environment.

Our social responsibility is written in our values. The path to follow is in the organisational model, in internal procedures and norms, in valuing people and in product innovation.

The “Social Portrait” of Elettronica is an important milestone in this journey: acknowledge our commitment and our activities, stating them in black and white, to acknowledge how far we have come.

The challenges of social responsibility are still many and our Company must continue to face them, aware that together we can all make a significant contribution to sustainable management of the present and the future.

The President  
Eng. Enzo Benigni
THE SOCIAL PORTRAIT
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The profile of Elettronica: the Company

"Elettronica was founded from an intuition that has been transformed into a Company over six long decades. With the contribution and passion of so many people, Elettronica has grown, always in search of excellence, managing crises and facing courageous choices. Maintain skills, value resources, innovate in tradition: these are the rules that pervade our Company life. These are the principles that have allowed us to retain an industrial advantage in a very difficult but important market segment. The primacy and strong identity of Elettronica are highlighted in the quality of competition, in the figures of its growth and, above all, in the indispensable contribution of those who work at the Company daily. This combination of science and industry, expertise and sense of belonging, has allowed us to root ourselves first and to project ourselves in the future today."

Eng. Enzo Benigni
About us

Elettronica is a Company with more than 60 years of history, more than 700 employees and realizes defence systems that protect Italian and foreign armed forces.

It is the only Company in the world that focuses all its energy on the search for electronic defence solutions.
Vision

In a fast-changing world, we will represent the touchstone of technological evolution thanks to creative and timely strategic thinking and an innovative, complete and unique portfolio of solutions.

Outstandingly good at dominating the electromagnetic spectrum and cyberspace and inspired by an ambitious vision that makes us what we are, we do not simply anticipate the future, we build it.

“In some respects, the vision is the lucid dream that Elettronica aims to achieve by putting in place strategies and innovation, technologies and people.”

Eng. Enzo Benigni

Mission

To offer the most innovative solutions guaranteeing the security of people, assets and information in the most complex operational scenarios: this is our sole mission.

We believe that the best way to generate innovation is to be part of it, by daily enriching our work with creativity in thought and action; with competence, competitive energy and flexibility, as well as the precious and indispensible understanding necessary to build solid partnerships and act with foresight to anticipate market needs.

Our clients recognise the unique nature of our offering: in choosing to work with us, they entrust themselves to an international Company of outstanding excellence which, thanks to its Italian roots and professionals who mould the best technologies to suit effective needs, creates appropriate “bespoke” solutions.

“Being an ‘instrument’, the mission cannot remain a simple, though solemn, statement of intent. It must become an integral part of our way of working every day.”

Eng. Domitilla Benigni
Business

“The secret of electronic defence is here: information and calculation speed to evaluate in fractions of moments first whether there is a danger or not, then what to do.”

Eng. Domitilla Benigni
History

“Nothing happens without enthusiasm.”

Eng. Filippo Fratalocchi

1950 1970 TODAY

Elettronica is a recognised leading Company in Europe and worldwide for the design, development and production of electronic defence systems.

The history of Elettronica began in 1951 when Filippo Fratalocchi foresaw the potential of the electronic industry. After a short period of time, the Company acquired relevant contracts for which it initiated studies and experiments that lead it to the creation of more and more cutting-edge systems. Thanks to the constant commitment in the field of research and training of its staff, Elettronica rapidly emerged as the industry leader in the European defence market.

The approach adopted by the Company is perfectly summed up in the words of its President Enzo Benigni, according to which the fundamental purpose of electronic defence is to anticipate and neutralize the ever-evolving technological threats. The current operational requirements are the driving force for continuous and complete innovation that is always the reason for the Company’s business. “In our field of work, excellence is an absolute duty, not an accessory value”.

Over the course of these sixty years, ELT brand systems have equipped multiple aerial, naval and land-based platforms of Italian and foreign armed forces. This was possible thanks to the Company’s ability to refine specific techniques and strategies in the realization of its systems, always focusing on excellence. The ability to understand clients’ expectations, almost anticipating them, and the dedication to the heart of their business are qualities that have accompanied Elettronica since its launch on the international scene.

Elettronica Roma is part of the Elettronica Group together with Elettronica GmbH, a subsidiary established in 1978 that is now very active in the field of Homeland Security. In 2014, Elettronica decided to expand its field of expertise and, together with Expert System, created a newco that deals with Cyber Electronic Warfare: CY4GATE.
Governance

Today, the Company is led by the Benigni family, which holds 35.34% of the Company; 33.3% is held by the French Company Thales and the remaining 31.3% is owned by Leonardo (formerly Finmeccanica).
Management

The Company can rely on a coherent management capable of shifting from strategy planning to implementation, also thanks to a structured information sharing system that includes the General Management Meeting (GMM) attended by all Function Managers to examine, along with General Management, the emerging critical issues and share the solutions needed to attain business goals.

Function Managers are then responsible for sharing the results of what was discussed in the GMM with their team to ensure a cascade process and that the information is communicated to all staff.
Organisational Model

Following the philosophy of continuous improvement, Elettronica constantly adjusts its organisational structure and improves internal business processes, in order to make them more functional to business strategies.

The organisational structure is articulated in corporate functions. However, the particular type of business of the Company - in terms of contracts and programs - requires internally, in technical and operational terms, transversal figures with respect to the organisation, to effectively coordinate the management of programs and ensure the necessary alignment of goals, times, costs and quality.

Also in the perspective of continuous improvement, the organisation has inter-functional teams (Sites), with people of different level and qualifications, whose purpose is to examine specific issues from different points of view: a working method that generates important results and allows synergy between functions and effective innovation and change initiatives.
Blue collars: 55
White collars: 501
Managers: 89
Executives: 73

Degree: 58
Technical Diploma: 226
Technical Degree: 317
Diploma: 63
Other: 54

at 31 December 2016
Training 2016

20,000
Total hours

Participants

229
Tools/technologies
methodologies technical-production

38
Conferences/seminars

176
Linguistic

183
Development of professional skills
Development paths - managerial and organisational skills

- Induction: 44 hours
- Behavioural Managerial: 32 hours
- Privacy and information security: 9 hours
- Data Protection
- Health & Safety: 470 hours
- 2038 hours
From inspiration to creation: from values to facts

Our values are reflected in what we are and do, in our products and our business relations, at all levels. For us, these can be summed up in a single word: Coherence.

Sharing this value system is a rich source of unity, strength and pride guiding us, together, towards a more aware and responsible future.

At Elettronica, values combine propensity to excellence with concrete and consistent commitment and result in valuing internal and external skills, respecting rules, reciprocity in relationships, reducing environmental impacts, attracting and involving people, and the territory. In one word, in Corporate Social Responsibility.

Responsibility that arises in the common conduct of all Company employees and that is reflected in the organisational culture, in the approach to work, in the business model.

All values are transversal to the actions of Elettronica; coherence holds them together and makes them even stronger.

Each value, however, is particularly realized in certain activities, projects and processes, which in turn are attributable to the scope of Corporate Social Responsibility. Thus going from values to facts.

At the links between scope and values are direct and indirect stakeholders, those through which and/or for which the Company creates value.

“Elettronica has grown and is growing thanks to the ability to develop the talent of all its stakeholders, thanks to the sharing of common values that have allowed us, over the years, to look together towards a single direction.”

Eng. Enzo Benigni
## Values

### Scope of Corporate Social Responsibility

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<td>Production Chain</td>
<td>Shareholders, Management, Company, Employees, Employees' Families, Clients, Partners, Consultants, Suppliers, Sub Suppliers, Territory Industry, Public Institutions, Category Associations</td>
<td>Employees, New Recruits, Under-privileged Categories, Employees' Families, Business Activities, Sports and Recreational Associations</td>
<td>Employees, Clients, Defence Sector, Partners, Suppliers, Sub Suppliers, Universities and Research Centers, Researchers, Collectivity</td>
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<td>Solidarity</td>
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Reliability

In our field, excellence is an absolute duty. Design, production and assistance are subject to stringent control procedures and continual improvements, all aimed at ensuring that each client’s specific requirements are met correctly and at guaranteeing the maximum reliability of our products in every operational scenario.

Correctness

We firmly believe that the best way of guaranteeing stable and lasting relations in the countries we operate in is by respecting the rules. Our modus operandi is based on the core values of honesty, transparency and responsibility, both within the Company and when engaging with our business partners and clients, because for us mutual trust is a prime asset to be nurtured and protected.
Governance Model

For the Company, product excellence and reliability represent transversal goals that are a constant reference point in the definition and implementation of all processes, managerial and decision-making.

CODE OF ETHICS
In this context, the ethics-value system of Elettronica represents guidance and orientation and is mainly expressed in the Code of Ethics.

The Code clearly and transparently defines the ethical and social responsibilities of the Company and those who work on its behalf, ensuring fairness and effectiveness in decisions, actions and conduct.

INTERNAL PROCEDURES
The intention of Elettronica was to activate specific corporate procedures on particularly delicate issues (i.e. regulation on the internal decision-making process, regulation on relations with foreign agents, the authorisation cycle for purchase requests) with the aim of ensuring, also through traceability of documents, processes and operations, the principle of effective accountability of the Company.

The internal Regulation on the decision-making process regulates and guarantees the correctness of business decisions as it envisages, with respect to a given issue, the involvement of all the relevant functions that share responsibility, depending on the degree of involvement and extent of decision-making. In particular, the document flow tracks the identification of the competent and responsible individuals in each phase of the decision (preparation, approval and authorisation).

The Regulation on relations with foreign agents defines the selection criteria and procedures by which to manage contracts, guaranteeing the professionalism and competence the Company intends to use and safeguarding corporate reputation.

The Authorisation cycle for purchase requests a documented authorisation process in accordance with specific company proxies, in order to increase transparency, reduce margin of error and prevent unlawful acts and misconduct.

MANAGERIAL PROCESSES
If procedures ensure transparency and accountability, management processes lead the organisation towards achieving goals and creating value, while respecting rules.

In this respect, adopting processes such as Corporate Risk Management and management reporting tools such as the Balanced Scorecard means combining reliability with excellence and control with continuous improvement.

Corporate Risk Management - activated in 2015, with the identification of a dedicated organisational unit - is a structured process for assessment of risky events in projects and daily operations. Its purpose is to stimulate reflection on the sources of risk, potential effects, and procedures to identify and implement appropriate actions to counteract or enhance the likelihood of occurrence and associated effects.
The Balanced Scorecard is the main strategic management reporting tool that translates vision and business strategy into a consistent set of performance measurement tools, outlined in four perspectives - Results, Clients/Markets, Processes, Resources. A much more effective tool than using only economic-financial indicators, which measures how the Company creates value for all its stakeholders.

Both tools aim to ensure continuous improvement of business performance based on a sharing and alignment process that starts with management and involves the Company at all levels.

All this helps to develop awareness in the relationship between individual conduct and contributions, expected and pursued results, and to create the cultural and managerial prerequisite for increasingly responsible management.

Safety of the Company and Personnel

Product reliability and client satisfaction also pass through the security of data, information and people, thus ensuring business continuity.

PROTECTION OF INFORMATION
The adoption and implementation of an information security management system through the achievement of the 27001:2013 certification is intended to protect the intellectual capital of the Company and to handle critical and confidential information in a correct manner: this also means protecting the security of civil society and the state.

PERSONAL DATA PROTECTION
At the same time, Elettronica intends to ensure the security and protection of people with regard to personal data processing. From this requirement comes the “Privacy” initiative, aimed at implementing an actual privacy-oriented model. The challenge that Elettronica intends to take on is to ensure that data processing processes are structurally and intrinsically predisposed to privacy protection, with particular reference to confidentiality, personal identity and the right to the protection of personal data of employees and all those that deal with the Company. This contributes decisively to the realization of a sense of freedom and security for all concerned.

HEALTH AND SAFETY CULTURE
People’s safety and well-being are also guaranteed through the adoption of the Occupational Health and Safety Management System (BS OHSAS 18001:2007), which manages all aspects of safety in an integrated and organic way, also with a view to continuous improvement.

In addition, in order to ensure the utmost security of personnel even during business trips abroad, Elettronica has commissioned a company specialized in Security & Intelligence Services to carry out constant monitoring of possible risks in the countries of destination and adopt adequate security measures, if necessary.
EMPLOYEE AWARD
At Elettronica, security is not only aimed at “respect for procedures” but above all organisational culture and approach to work. In this perspective is the Security Award, a competition organised every year and open to all employees, created precisely with the aim of raising acknowledgement and awareness of occupational health and safety through analysis and comparison of specific issues and the proposal of “original” solutions.

Relations with suppliers
Reliability and correctness require the ability to govern relations with suppliers, to create shared rules and work methods so that suppliers are and feel they are an integral part of the design and production process in order to create economic, social and reputational value in long term.

RULES AND GUIDELINES
Elettronica has a Code of Conduct for suppliers and has included in contracts/agreements with suppliers/partners integrity clauses that recall compliance with the Code of Ethics and the principles of loyalty, transparency and correctness.

The Code of Conduct establishes the fundamental standards and practices that Elettronica expects from its suppliers on sensitive issues ranging from human rights to equal opportunities, from anti-corruption to compliance with import/export rules, from workplace health and safety to respect for the environment.

SHARING INSTRUMENTS
Creating synergies with suppliers is also promoted through the use of management tools. The Supplier Portal is a cloud IT tool that enables efficient and effective sharing of information between Elettronica and its suppliers. In other words, it is a ‘door’ that opens to the outside world and allows getting to know suppliers more and more, seizing and exploiting the opportunities that are created on the market, thereby minimizing risks.

As part of supplier and supply risk management, the Sourcing Risk Management process helps to prevent and manage the possibility of failing to meet delivery times and costs, while providing suppliers with opportunities to improve and prevent risks.

ATTENTION TO THE TERRITORY
Establishing stable, efficient and sustainable relations with local suppliers also implies a significant impact on the economic, employment and social fabric.

Elettronica has a Supply Chain process, particularly developed in the Lazio region. Every year, the Company spends around 110 M€, of which 70% in Italy, 57% in Lazio (equal to 43 M€), divided as follows: 50% Services, 35% Production, 15% Developments. The latter imply an additional benefit for suppliers, as they enrich technical know-how.

UPDATING SUPPORT
For this reason, Elettronica pays particular attention to its suppliers and the updating of their skills.
The objective is to accompany them in the knowledge of market dynamics, with the awareness of integrating elements of sustainability in supply chain management. With this approach, Elettronica has built fair and clear relationships with all suppliers over time, based on mutual trust and oriented towards the future, focusing on investments that create value in the long term.

Industry Development in Italy:

- No. and % local suppliers/total suppliers = 150/500 = 30%
- No. of employees of suppliers = approx. 2000 people
- % turnover from Elettronica/total turnover of local suppliers = approx. 42,000,000/480,000,000 = 9%
- % of suppliers for over 3 years/total suppliers as of 31/12/2016 = 30%
Sense of Belonging

People are our most important asset. We believe in sharing and integration, in diversity, in ongoing professional development, in growth based on merit achieved by valuing commitment and talent. We act to ensure that everyone realises his or her full potential and actively achieves success in our company and in their own lives.

Recruitment Policies

Joining Elettronica means receiving an imprint that new recruits can take with them in emotional and behavioural terms. For this reason, the Company has designed and developed specific and original insertion paths.

CREATING STRONG BONDS
Engagement is based on creating bonds at different times of Company life. Starting from the first: the moment of recruitment. It is important to immediately create the conditions of socialization and integration in order to increase awareness among new recruits of the points of reference at the Company and to convey the sense of welcoming in the new community of people.

UNDERSTANDING THE ORGANISATION FROM THE OUTSET
Precisely for new recruits, the Company has developed “I-ELT”, a six-month path designed to facilitate the insertion and familiarization of people that hold key roles and responsibilities in the organisation.

During this period, new recruits begin to give meaning to their presence at the Company, to take on responsibility with respect to themselves and others, to share the values of the Company. A key moment of “I-ELT” is On boarding, a best practice that provides new recruits with the opportunity to understand the company organisation in terms of its structure and main areas of activity and to acquire a systemic and integrated view of all its components.
I–Elt Stages

• Welcome day - meeting with HR and tutor
• Breakfast with HR (within two months): to share first impressions and present the HR Function
• On boarding (within three months): to learn about the Company and visit the production departments
• Meeting with the General Manager
• Satisfaction Survey
• Final Assessment

Engagement

For Elettronica, knowing and getting to know each other are the fundamental prerequisites for a good internal climate. For this reason, activities and spaces are organised that promote integration and conviviality among employees in an informal climate.

PRESS RELEASE FOR EVERYONE
To make everyone aware of what is happening around Elettronica and monitor the national and international context, employees receive e-mails containing the most relevant articles of daily press releases, thus promoting the dissemination of a general and specific culture of the “defence” sector that also constitutes study material for workers.

THE USE OF INTRANET TO COMMUNICATE
The starting point for internal sharing is Eltnet, the corporate Intranet: the information summary of the entire Elettronica world, updated in terms of graphic design and content, to make browsing easier for employees. An alternative to traditional bulletin boards that contains all useful documentation related to the work - and not only - of everyone: external and corporate regulations, notices, service request forms, CRAL activities, daily menu of the company canteen, etc.

AGGREGATION AND INVOLVEMENT
However, strong bonds are especially built among people. In this sense, Elettronica supports initiatives such as company CRAL (Employee Recreation Center), an opportunity for employees to
meet during breaks and after work, which offers sports activities, organised trips, food and wine experiences, cultural activities and various affiliations. CRAL helps to create a sense of aggregation among employees, also involving their families in the activities organised.

THE MOST IMPORTANT INITIATIVES

Vengo Anch’io, a day to involve employees’ families to learn about the work environment. It is a great opportunity for family members who want to learn more about the Company’s activities by visiting departments, laboratories and offices, but especially for children, for whom games and entertainment activities are organised.

The Photo Contest is an opportunity for all employees to share a personal interest and get involved, taking part with their own photos. Participation methods and prizes change every year.

Christmas lunch to celebrate the holiday season together, even at the Company a few days before the usual company closure.

ELTogether is the annual event aimed at sharing the results achieved by the Company and experiencing a moment of aggregating collectivity for the entire organisation. It is also an opportunity to acknowledge recognition to those who have worked at Elettronica for 40 years.

HOUSE ORGAN

The new internal communication journal, FELT, renewed in 2017, gives voice and expresses the enthusiasm of the various generations present at the Company: a newsletter that is projected towards the future, while keeping the Company’s traditions alive. Information on main events (fairs, exhibitions, technological innovations, internal events) covering issues that promote the dissemination of a unique and shared corporate culture and style.

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**100%**
Registered with CRAL

**30**
Active affiliations

**9**
CRAL Sections

**40**
Participants in infant and child choking courses

**406**
Participants in trips

Data 2016
**CHAMPION IN INTERNAL RELATIONS**

In 2016, Elettronica received the prestigious Champion Company Award by participating in a national competition on “Good practices in Internal Relations” organised by Federmeccanica (the Federation of approximately 16,000 Italian metalworking industry companies). The project aims to promote a new Internal Relations course that considers the enterprise a common asset, places people at the center of processes, develops a culture based on involvement and relations.

Today, Elettronica is part of the “FEDMEC CHAMPION” companies and networks with them, to generate in other companies in the industry, particularly those in the area, a virtuous process of positive experiences in managing the most important asset, people, and to promote - as a leader - a gradual and continuous process of implementing the new internal relations model by sharing and providing a set of good practices and operational tools derived from own experience.

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**4**
Number of Fel
t annual editions

**10**
Newsletter editors for each issue

**76**
Participants
Photo Competition

**131**
Photos Sent
Photo Competition

**1004**
Participants
Vengo Anch’io (2015)

**2**
Order of Merit for Labour

**14**
40 years of service at Elettronica

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Dates 2016
Innovation

The experience acquired working with our clients makes us solid, hands-on innovators, capable of foreseeing the challenges of tomorrow through ongoing research and the development of technologically advanced solutions. Our constantly evolving business is characterised by the enthusiasm with which we explore reality and by our ability to integrate scientific and industrial collaboration, methods and processes.

Dynamism

We combine respect for the rules and procedures with a spirit of initiative, enterprise and flexibility, balancing rapid decision-making processes with effective control mechanisms. The fluidity of the framework in which we operate and our propensity for innovation keep our organisation lean and streamlined in its work practices and proactive in its relations with partners and clients. Ours is a dynamic equilibrium, made up of coordination and movement.
Valuing people

The propensity to innovate first and foremost requires valuing the Company’s people and intellectual capital, through flexible organisational models that are able to stimulate the spirit of initiative, entrepreneurship and aware participation in the creation of economic and social value.

SHARING OBJECTIVES
At Elettronica, therefore, the clarity and sharing of employee performance and the alignment of business and individual goals become central aspects in a responsible path of managing and valuing people and skills.

The Performance Appraisal process, digital since 2015, allows employees to learn about the goals of their managers, within a “cascade” system of assignment of the goals that starting from the General Manager involve the entire Company, and to understand therefore the importance of their contribution in achieving them.

EVALUATION OF SKILLS
In 2016, the skill evaluation process was implemented, a process that, even before the assessment of the direct Manager, involves employees’ self-assessment of technical-professional and business skills. Its purpose is to create a development plan that contains training paths, internal mobility, and improvement actions to bridge the gap between identified and shared skills.

HR DIGITAL TRANSFORMATION
In 2017, the Digital Transformation project of the HR world led to the creation of an integrated cloud suite to manage, in a single environment, the selection, evaluation, training and development of people.

An overview of all the tools, useful not only for managers, but also for employees, in terms of self-management, as they can: access personalized training projects based on their professional profile; learn about actions and programs to improve their skills; participate in internal job posting.

With a view to transparency, the ELT Professional World tool has also been developed, which allows employees to explore the opportunities associated with their organisational role, based on their aptitudes and skills, and disseminate culture and organisational awareness among staff.

PARTICIPATION IN BUSINESS RESULTS
The structure of the Results Award agreed with the Unit Trade Unions aims to increasingly involve staff in the achievement of business goals and participation in results, through a simple mechanism that can be easily understood by workers and above all that can be constantly monitored and verified. An opportunity to participate in business performance results and demonstrate personal contribution to achieving the ultimate goal.

EWPEDIA INITIATIVE
EWpedia is a digital encyclopedia on electronic defence, proposed and implemented by a group of employees, engineers and technicians. It is a good business practice for sharing know-how and technical experience.
THE PURSUIT FOR NEWER AND NEWER TECHNOLOGIES
The constant search for the most innovative technologies has inspired the introduction of a new process in the organisation, Technology Scouting Management, which involves several resources with the aim of proactively contributing to the development of the technology plan of Elettronica through constant and effective monitoring of the technologies market and products.

The process of technological scouting consists of two phases: in phase 1, innovative ideas are identified and the related potential market is analysed; in phase 2, the ideas selected are associated with the related technologies, the market presence is verified, the economic feasibility study is carried out and potential sales markets are identified.

RESEARCH & INNOVATION
Cooperation with research entities and university design centers is a necessary element of the Company’s innovation process, for the virtuous exchange that is generated: for the high value of knowledge and expertise provided by partners and for the opportunity that Elettronica provides to the research world to develop innovative ideas and transform their potential into applications in the corporate business context.

At Elettronica, orientation to innovation is also the result of continuous and structured sharing of information and collecting feedback aimed at increasing synergy and collaboration between functions through a two-way communication process that follows the logic of Skip Level Meeting: top down, with quarterly plenary meetings, and bottom up, through quarterly meetings in small groups, to obtain direct feedback from resources.

During the annual Innovation Award, all employees have the opportunity to present innovative ideas in a structured way by participating in groups or individually in the internally organised contest.

ELECTRONIC DEFENCE AS SOCIAL SECURITY
At Elettronica, research and innovation is not just business, as electronic defence also means security for civil society. The study and design carried out by the Company of a system of localization and inhibition of a potentially hostile and non-cooperative drone translates into the ability to defend the collectivity from any potential threat (ex. terrorism) during public or private events.
Sustainable Development

At Elettronica, propensity to innovation is also reflected in combining the efficient use of resources with environmental sustainability.

BECOMING A “GREEN” COMPANY
The Company has undertaken a process of energy efficiency of its processes that will reduce fuel consumption, energy costs and CO2 emissions, through both proper and responsible management of energy resources (electricity and natural gas, but also water, liquid nitrogen, technical gases), and through the installation of photovoltaic systems of electricity self-production.

PLANNED INVESTMENTS
The Company has also initiated a process of researching the maximum energy efficiency of IT equipment and the entire data center system. A modern data center represents a challenge in terms of energy and space.

The Elettronica green data center will be developed with the aim of ensuring reliability for all IT business needs and achieving energy efficiency results. Today, many corporate initiatives pay particular attention to the energy consumption of the machines used (servers and PCs) and consolidation is underway regarding these actions aimed at IT and energy efficiency.

COLLECTION AND DISPOSAL
In 2012, Elettronica introduced differentiated collection at the Company and has created an ecological island dedicated to intermediate waste collection.

Valuing its expertise in environmental and security management for confidential material disposal (NOSC), it plans to offer Armed Forces clients a service for the disposal of disused devices with destruction of sensitive parts.

MOBILITY
In the field of Sustainable Mobility, Elettronica promotes less use of private cars among employees by offering a dedicated car pooling site in the corporate Intranet - ComuniCar - that allows employees to locate colleagues who live near their home and ask for and/or offer a lift for the home-work-home journey.

ENERGY MANAGEMENT (2016 results):

- Electricity Savings ~ 750 MWh/year (110 K€/year) and Gas Savings ~ 40 Km³/year (17 K€/year).

PHOTOVOLTAIC (project in implementation phase in 2017). Expected Results:

- Energy Savings ~ 200 MWh/year; Economic Savings ~ 30 K€/year; % of energy self-production 3.6%

COMUNICAR:

- 113 registered in 2016
People
Our first thought
Elettronica has initiated a number of initiatives to improve employee well-being, helping to reconcile home-work time, increasing their purchasing power, stimulating more sustainable mobility, promoting health-prevention activities, providing the availability of cultural, recreational and sports activities.

KEYWORD: ATTENTION
Elettronica has developed a totally free healthcare plan for its employees and their families, which goes far beyond as stated in the new National Metalworking Contract 2016, supporting and sharing the "Health for All" principle with the Trade Union (RSU).

And even before (in 2014), well ahead of the Contract, the Company launched an innovative corporate welfare program in the belief that the well-being of employees is fundamental for organising work and productivity of the company.

THE PILLARS OF THE PROGRAM
The second-level trade union agreement demonstrates the intention to make some contractual institutions more modern and develop new ones based on the needs of employees, to be achieved in a climate of mutual trust between the Company and its collaborators.

Also considering the location of the Company on Via Tiburtina, Elettronica has provided conditions for actual work-life balance of employees even through the flexibility of working hours.

Enjoy Life Time is a flexible benefits plan, created in 2014 to increase employee motivation and satisfaction, improve the company’s climate and facilitate the quality of personal life. It is actually an online platform where employees can buy goods and services for themselves and their family by spending the electronic wallet provided by the Company.
Some examples of the welfare program

• Flexibility in start and finish work time for a total of one hour and 15 minutes
• Extension of reasons for use of the 3-day leave provided by Law 53/2000
• 72 total hours for year to be used for themselves or for the benefit of their families
• 2 divisible days for each child’s entry to school
• Electronic wallet to spend on goods and services
• It is possible to request severance indemnity (TFR) advance in cases other than those established by law
• Pay equal to 50% of total remuneration in the first six months of sick leave

Days of Leave (2016)
- Women 9
- Men 15

Days of Leave for Daycare/Kindergarten Entry (2016)
- Women 19
- Men 27

72 Total Hours for Year (2016)
- 325 Employees
- 5800 Hours

Art in the Workplace
Experiencing a beautiful working environment is important because the well-being of employees also depends on the beauty of the place. This explains the 200 and more works of art at the Company, an expression of young talented artists.

Healthcare Unit, Healthy Eating, Informality
In addition to the Healthcare Unit required by law, the Company has an infirmary that provides first-aid services, prevention and information activities, and provision of additional benefits to employees.
Lunch breaks, organised to allow enjoying a meal and promote relationships between co-workers, inspired the Eat in ELT project which, through the involvement of a team of resources from different company areas, aims to spread a culture of healthy eating and continuous improvement in the company canteen service.

Casual Friday, ongoing for several years, has established the opportunity to be at work with sporty and informal clothing on the last day of the work week.

**HEALTH SERVICES**

- Outpatient healthcare services n° 1841
- Vaccinations for seasonal influenza n° 58
- Anti-tetanus vaccinations n° 9
- Interventions in accidents n° 12
- Interventions in cases of illness n° 7
- Maternity leave certificates 3
- Check-up ECG performed by nursing staff n° 5

- Intervention of external specialists
- Healthcare Unit available 8 hours a day Monday to Friday

data 2016

**Solidarity and Territory**

*Elettronica is, in turn, a stakeholder of associations and entities with which it has active collaboration relationships, aimed at improving the quality of life of the community.*

**VOLUNTEERING**

Active since 1965, even on the initiative of the founder of Elettronica Eng. Fratalocchi, is the Blood Donors Group also open to families and friends of employees. The group is associated to AVIS and has 217 members. On the day dedicated to donations, in addition to the day of leave provided by law, Elettronica offers breakfast to all participants.

**CHARITY**

Every year, Elettronica pays particular attention to charity, during events or in favour of associations, NPO, local entities. It organises donations and fundraising, sometimes even extending the possibility to participate to employees, devolving a portion of their salary.
RELATIONS WITH UNIVERSITIES AND SCHOOLS
To create a contact point between the world of work and Institutes, Entities and Universities of the territory and offer the opportunity to learn about the industrial reality closely, Elettronica has affiliations with the major Roman universities for the realization of curriculum internships - and hence aimed at developing the final thesis - and extracurricular, to encourage entry into the world of work.

Instead, with Technical Institutes, one or two weeks of school-work alternation visits and paths are organised in the production departments.

RELATIONS WITH UNIVERSITIES, SCHOOLS AND ENTITIES

• Universities:
  La Sapienza, Tor Vergata, Roma Tre, LUISS

• Technical Institutes:

• Employment Centers and Research Centers

INTERNS
(YEAR 2016)

• Extracurricular 4
• Curricular 6

THE TIBURTINA INDUSTRIAL AREA
The Mobility Manager of Elettronica constantly participates, along with other companies in the area, in the meetings promoted by the Industrial Union with the Works Directorate of Roma Capitale, on the road traffic issues that have impacted Via Tiburtina for years.

In particular, the Mobility Manager is a spokesperson for requests of the Company's employees and contributes in a concrete way by providing solutions that can mitigate the impact of work on mobility.
Masterpieces: good practice

We believe that the best way to generate innovation is to be part of it, by daily enriching our work with creativity in thought and action; with competence, competitive energy and flexibility, as well as the precious and indispensable understanding necessary to build solid partnerships and act with foresight to anticipate market needs.

In a system such as Corporate Social Responsibility (CSR) that lacks a universal law, having voluntarily and spontaneously developed internal processes based on a responsible and sustainable approach, acquires even more value.

In fact, if good practice indicates good application of a generic normative indication or going beyond legal obligation, in the absence of specific provisions, CSR practices allow the company to achieve better results, solving some problems in an innovative manner and are the fruit of the particular, and unique, way of being of the Company.

Not only: for Elettronica, they are also a model by which to be inspired and to be replicated for the benefit of the reference communities and provide a contribution for the dissemination and promotion of responsible and sustainable conduct.
Innovation Award

The Innovation Award is an annual contest in which employees participate individually or in groups by presenting a project that is precisely innovative.

The projects are judged by a commission that includes among its members, the General Manager and Chief Scientist. In addition to financial recognition, winning projects have the privilege of being published in international engineering trade journals, according to the highest IEEE standards.

For projects that contain innovations of particular interest to the business or that can be immediately applied by the company, the General Management is committed to financing the related realization.

In addition, for particularly innovative and potentially distinctive ideas of products/services, a patent is proposed, with strong motivational impact on the creators of the innovation.

RESULTS

• QUANTITATIVE:
  possibility to increase the patented know-how of Elettronica
  No. of projects presented in the last three years: 20 (2014) - 30 (2015) - 16 (2016); no. of projects awarded 3 ex aequo every year + 2 Private Venture + 5 special award; Publications made; no. staff awarded 11 (2014), 8 (2015), 8 (2016); no. of projects implemented 2; no. of patents registered 2

• QUALITATIVE:
  motivational return of project authors, even with respect to articles published on specific technical trade magazines

On Boarding

The On Boarding project is part of a broader path - Induction - that lasts six months, aimed at encouraging the insertion of new resources within the Company and presenting to new recruits the entire corporate organisation in terms of structure.

Within three months from insertion, HR organises a series of meetings with the Managers of each company function, who present their internal structure, products reference market and areas of activities. During these meetings, visits are then organised within the departments and Manufacturing and Customer Support Laboratories to introduce the most operative and peculiar areas of the Company.

The cycle concludes with an informal meeting with the General Manager who wants to personally get to know all resources that join Elettronica. All new recruits have the opportunity to introduce themselves and hear directly from the the General Manager the values that make up the culture of the Company and the conduct and style that represent it.
Other moments complete the process:

Welcome Day: the first day of insertion new recruits are welcomed by the HR function, which explains the internal procedures and issues related to regulatory and administrative aspects.

Breakfast with HR: within two months from insertion, the HR function organises an informal meeting, involving the entire group of new recruits. An opportunity that aims to promote the process of socialization and integration.

Satisfaction Survey: three months from insertion, the HR function sends a questionnaire to new recruits to understand the degree of satisfaction based on personal experience, first impressions and evaluate any improvement actions.

The Induction concludes with the final evaluation of the entire path by the direct Manager.

RESULTS

• QUANTITATIVE:
  46 new recruits in 2016

• QUALITATIVE:
  for new recruits, it means greater awareness of the business and business processes and the points of reference at the Company to be contacted if necessary.

Safety Award

Every year, Elettronica promotes an internal contest for the development of safety projects coordinated by Health and Safety, by means of a notice and specific regulation. The initiative aims to increase acknowledgement of safety, awareness of existing criticalities and the contribution that everyone can provide to manage and resolve them.

Participants - potentially all employees - form inter-functional groups (up to 6 people) that develop concrete solutions to the problems proposed, by combining different awareness and approaches. On the awards day - which has the structure of an open workshop also for external companies interested - the projects are presented and judged and a prize is awarded to all members of the winning group.

• YEAR 2014: SAFETY INNOVATION: Topics proposed: safe design; risk from electromagnetic fields (EMF); the coding process as a safety tool; FREE issue (Electro-optical Laboratory for programs of Self-Protection and Simulation of IR scenarios)

• YEAR 2015: SAFETY IN THE DEFENCE SECTOR: Topics proposed: safety management in the defence sector; safety qualification of suppliers; FREE topic (LASER safety operational solutions at Elettronica and on site)

• YEAR 2016: COMMUNICATING SECURITY: Topics proposed: storyboard of an e-learning course on ergonomics; FREE topic (communicative campaign on safety)
In 2015, in support of an initiative spontaneously developed by some employees, the project of a digital “encyclopedia” on electronic defence was launched with the aim of creating virtuous communities of practice in the sector and facilitating the transfer of know-how and experience within the Company.

EWpedia was created to ensure valuable and often “tacit” know-how is explicit and shared, mainly consisting of the experience that the most brilliant Elettronica engineers and technicians have acquired over time.

Freely inspired by the Wikipedia format, today EWpedia represents, in the technical field, a valuable online database of useful information and tips for everyday work.

RESULTS

- **QUANTITATIVE:**
  There are 580 pages. 368 uploaded files. Registered users 53, members (who can make changes) 272, administrators 8. Total views as of 2/03/2017 28260. To date, 6419 changes have been made, of which an average of 11.07 per page.

- **QUALITATIVE:**
  Provision on the part of co-workers of a database of know-how that is easy to browse and for both work purposes and personal culture.
THE SOCIAL PORTRAIT

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