



Making an impact

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Prysmian Group Sustainability Week 2023

How to get employees engaged in Sustainability

Training & Awareness



Launched in 2023
for All Employees, mainly Digital

- Raising awareness of and drawing attention to sustainability
- Educating the population on the main sustainability matters, both of an environmental and social nature
- Engaging all leadership roles that can drive change

Rewarding

2023 Annual Incentive Plan (MBO)

ESG SCORECARD		"Standard" objective Adopted at Group and Region level		Ad hoc objective for Plant Managers and direct reports	
	KPI	Weight	KPI	Weight	
SAFETY	Safety Assessment	33%	Safety Assessment Regional/Plant Level	50%	SAFETY
GENDER BALANCE	% hired women - Desk Workers	33%			
ENGAGEMENT	% recycled material (PE & copper)	33%	Leadership Impact Index Regional/plant level	50%	ENGAGEMENT

GROW

	KPI	Weight	Baseline	Thr	Tgt	Max
ENVIRONMENT	Reduction of GHG emissions (Scope 1 and 2)	25%	25.0%	33.0%	35.0%	37.0%
ENVIRONMENT	% of recycled content on PE Jackets & Copper	25%	10.1%	13.3%	14.8%	16.2%
HUMAN CAPITAL	% of Women in Executive positions	25%	15.7%	21.0%	22.5%	24.0%
HUMAN CAPITAL	Leadership Index (Speak Up Survey results)	25%	55%	57.0%	59.0%	61.0%

SAFETY is an underpin: zero payout for ESG target in case of fatality for the relevant year/years

Sustainability Academy

2023

15.000 online completions
3,672 Colleagues



~100 Colleagues trained

200 Managers +
100 Global Programs

TO BE LAUNCHED IN
SEPTEMBER 2023

Awareness

3 hours | 8 pills

Knowledge

30 hours | 14 pills

Impact

40 hours | 5 days

Leadership

40 hours | 3 days

ESG KPIs

3 hour | 2 pills

ALL EMPLOYEES

Internal and external influential speeches to enhance a culture of sustainable profitability



Thereof
Prof. Carlo Carraro
Professor of Environmental Economics at Ca' Foscari University & Vice-Chair of WG III and Member of the Bureau of the IPCC



3,000 EMPLOYEES

Clips and podcasts on core topics and climate change by PoliMi

Global Training path and Team Building for general Sustainability Ambassadors by PoliMi



2,000 MANAGERS

A three-day in presence/digital program for Managers and Leaders on

how to innovate and embed sustainability in the organization – led by the PoliMi

A two day program on Sales run by SDA



500 MANAGERS & LEADERS

Core modules in our new P4 Leadership programs JIL and JAL by SDA Bocconi and PoliMi on Sustainability

The Leader of Sustainability: two modules on how sustainability impacts on business models and on leadership principles by PoliMi



ALL EMPLOYEES

An e-learning on Prysmian main ESG KPIs to spread a culture of measurability against sustainability targets.



Rewarding Strategy as part of our Sustainability Journey

- *Ownership also means **Engagement***
- *Aligning **interests** of all categories of stakeholders, employees included*
- ***Creating shared value** for employees, as well as for all other stakeholders*

Prysmian Group Social Ambition 2030



HEALTH & SAFETY



INCLUSION & DIVERSITY



DIGITAL



LOCAL EMPOWERMENT



ENGAGEMENT & UPSKILLING



Gender Equality

- **50/50** in Recruiting of Desk Workers
- **30%** of Women in Senior Leadership roles
- **25%** of Women in the Total Workforce
- **Zero** Pay Gap – Desk Workers
- **+ 500** women in a fully dedicated STEM program

Up-Skilling and Engagement

- **40 yearly hours** per capita of experienced learning for all employees,
- More than **25%** of employees is involved in mobility/growth experience every year
- **50%** of employees as stable shareholders through share ownership plans (YES)
- Higher than **80%** response rate to Engagement Survey
- Leadership Impact Index improved to **70-80%**

Digital Inclusion

- Connecting **100%** (30,000) of our employees through global platforms, achieving a proper level of adoption

Health & Safety

- Injuries Index towards **0** (employees & contractors)

Empower Local Communities

- At least a project per year, with focus on developing countries and vulnerable communities
- Local projects with donation of optic and electric cables

Race/ Ethnicity Inclusion

- More than **30%** of Executives from under-represented nationalities /ethnicities/ origins
- Local mentoring programs for 500 students coming from minorities-poverty