

SIT in support of parents: new parental policy for SIT people unveiled

In addition to the support measures set out in legislation, SIT adds further paid leave and special leave for new fathers, up to Euro 700 more in welfare for new parents, and enhanced smart working before and after birth

Padua, February 27, 2023 - **Promotion and support of parenting through concrete actions to support parents** that add to the measures already established in the national labour contract and current legislation, with the goal of being an increasingly inclusive employer attentive to people's needs. These are the pillars behind the new **parental policy of SIT**, a multi-national listed on the Euronext Milan segment of the Italian Stock Exchange that creates intelligent solutions for monitoring environmental conditions and measuring consumption, which will officially come into effect on March 1, 2023.

*"With this and other corporate welfare, well-being and inclusion initiatives, we want to concretely promote a culture based on meritocracy, equality and respect for all kinds of diversity" stated **Roberta Fagotto, Group HR Director at SIT**. "With the broader goal of supporting the sustainable growth of people and generating a positive, safe and stimulating work environment, we are committed every day to the implementation of equity initiatives, and the recently launched parental policy is testament to this."*

With the parental policy - which applies to all SIT and MeteRSit Italia employees who announce a maternity and/or paternity, whether natural or adoptive, SIT seeks to support parents during two phases: in the prenatal period, in order to facilitate preparation for the arrival of the child, and in the period immediately following the child's arrival until the child is three years old, so as to facilitate recovery and work-life balance.

Within a broad range of supporting actions, **in line with the goals stated in the Sustainability Plan to 2025** and in particular with the "[Made with Care](#)" pillar dedicated to social responsibility, SIT has added several measures to support parents, including:

- **5 days of additional, paid leave for new fathers** to be taken within the first year of the child's life or within the first year of joining the family;
- **Euro 700 "welfare on top"** to support parents with children up to 3 years of age;
- **15 days of smart working per month** during the first month of a return to work after mandatory leave;
- **3 paid leave days** for dads to attend **prenatal visits**;
- **total smart working to manage the overseas stay in case of international adoption**;
- one additional paid leave per year to accompany children up to the age of 14 to medical appointments;
- **favourable conditions** for children of SIT and MeteRSIT employees to participate in **after-school and summer centre services of the SIT Foundation** - Sport, Inclusion, Talent in Padua.

Insight - SIT and People Management

With more than 2,500 employees worldwide, the development of **Human Capital and a Corporate Welfare offering that is constantly up-to-date and in line with the best practices in Italy** are a cornerstone of its management and sustainability policies. SIT welfare is based on 5 pillars:

- **Hourly flexibility and Smart Working:** hybrid working has become structural at SIT with a formula of 3 days of SW per week for the Milan office and 9 days of SW per month to be used at the discretion of employees at the Padua headquarters. Time stamps have been eliminated at all corporate offices to make working hours flexible and to continue to invest in the individual's confidence and development of entrepreneurship, regardless of role. The hybrid work culture is also supported through webinars devoted to collaboration, how to reduce "technostress" and how to work well remotely while enhancing soft skills;
- **Well-being:** "Well-being at the Company" is the programme that encompasses 3 blocks of different initiatives depending on the target employees, from yoga coaching classes during working hours to webinars on the best methodologies for well-being, such as mindfulness and guided meditation.
- **Organizational Talent Review:** Moving beyond the traditional view on performance appraisal with a mapping of "organizational vitality" geared to grow the talent pipeline in the company and to direct managerial choices toward merit and equity;
- **Analysis of Atmosphere and Climate,** with the launch of the pathway to becoming a "Great Place to Work";
- **Leader as a coach:** SIT encourages inclusive, listening-oriented and collaborative leadership with a view to developing ownership for the individual professionals at the company and cultivating Talents for the future.

SIT, through its two divisions Heating and Metering, creates intelligent solutions for the control of environmental conditions and consumption measurement for a more sustainable world. A market-leading multinational company and listed on the Euronext Milan segment, SIT aims to be the number one sustainable partner for energy and climate control solutions for its customers, focusing on experimentation and the use of alternative gases with low environmental profiles. The Group has production sites in Italy, Mexico, the Netherlands, Romania, China, Tunisia and Portugal, in addition to a commercial structure covering all global markets. SIT has signed up to the [United Nations' Global Compact](#) and its principles that promote doing business in a responsible way. SIT is also a member of the [European Heating Industry](#) and of the [European Clean Hydrogen Alliance](#), in addition to the [Community Valore Acqua per l'Italia](#) ("Value Water for Italy Community") - www.sitcorporate.it

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