



## Joint Declaration on the Emergency Crisis

### **Preamble**

The present context of a global pandemic, caused by the persisting of the Corona Virus (COVID-19) with all its health, social and economic repercussions has created the need for States, international bodies and companies to work towards diminishing the impact of such consequences at every level.

In this sense, the States have made considerable efforts aiming at containing the spreading of COVID-19 and have made also the necessary efforts to sustain the economic and social capabilities of the countries. In the same direction, International organizations, such as the European Union, have shown their availability and willingness to support the States in these efforts. It is, at the same time, important to point out the crucial role insurance companies play for the economy, offering numerous and indispensable solutions to citizens and families in terms of prevention and support in moments of emergency and crisis.

The Generali Group was very quick in reacting to the sudden emergency, massively resorting to remote work, but not only, giving priority to its employees' health and safety. Moreover, the Group was sensible to the communities' needs and rapidly reacted creating an International €100M fund aiming at supporting the efforts made by the communities in facing the pandemic.

Today the world is still facing the effects of the COVID-19 pandemic, that will become part of our history and marks a turning point in our way of living, working and collaborating. We still need to be determined in taking the necessary measures to improve the health, the safety and the wellbeing of Generali employees.

The Generali Group is aware of the great importance of an honest and transparent dialogue with the social parties and, in this perspective, it values the social dialogue at the European and local level and it has provided information and updates to the EWC concerning the COVID-19 situation.

### **Having said that,**

considering that the present COVID-19 crisis prompts the social partners to devote a thorough and common thinking about how to protect safety, health and wellbeing of all the employees;

considering the permanent Forum for the European social dialogue set up together with the European Works Council, as well as the constructive discussions that have so far taken place both in that forum and in the different countries about the issues that are the object of the present declaration;

considering the Group's intention to identify a number of principles to be shared with the social parties;

taking into account the following documents:

- Statement of the European Social Partners ETUC, BusinessEurope, CEEP, SMEUnited on COVID-19 Emergency, published on March 16, 2020
- Joint Declaration by the European Social Partners in the banking and insurance sectors published on March 30, 2020
- Joint Declaration of the European Social Partners in Insurance sector on Telework published on February 15, 2015
- Joint Declaration on Telework of the Generali Group, Munich, May 16, 2017
- European Social Charter of the Generali Group
- Joint Declaration on Diversity & Inclusion, Trieste June 26, 2019

with the present declaration, the parties express the wish that the current emergency crisis may lead to an even stronger commitment in the creation of a socially responsible and sustainable development of the Group, thus improving its internal equity and solidarity.

**The Parties:**

**Assicurazioni Generali S.p.A.** in the persons of the Group Chief HR& Organization Officer Monica Alessandra Possa and Juan José Mailló Villa, Marco Perrelli, Antonio Lo Iacono representing the EWC Relations & Labour Network,

and

**The European Works Council of the Generali Group**, represented by its Select Committee, in the persons of Carole Bourner (EWC Secretary) Wilfried Pecka (EWC Deputy Secretary), Carlos Andreu, Theodor Flamaropol, Antonin Havlik, Christian Klinger, Luis Pimentel, Patrizia Sushmel

acknowledge that it is necessary to reflect upon the adoption of a different modality of carrying out the work activity in this emergency time which is carried out mainly remotely and with the use of technological and IT tools, which allow a more flexible management of the service, both with reference to times and with reference to the places where the work is carried out. This different method favors a better reconciliation of life and work times and, at the same time, the growth of productivity and the achievement of company results.

During the performance of their work through this different method, workers enjoy the same rights and are subject to the same duties inherent in his employment relationship.

To this end, the parties express their common intent to promote the following principles to be referred to during the current emergency and encourage their dissemination in the Countries that are part of the EWC perimeter, in case of the occurrence of another serious crisis like the present one.

These principles are recognized while respecting the autonomy of individual countries in adopting specific measures and initiatives adapted to each reality, and in agreement, if and when required,

with the local workers' representatives, in compliance with local legislation, local practices and contracts.

## **Principles**

### **1. Health and Safety**

it is reaffirmed that health and safety issues concerning employees and collaborators are a priority, as it is a priority, at the same time, to comply with provisions in this matter existing at all levels and in all territories where the Group is present.

To confirm the above and in compliance with the provisions of local rules and practices, IT tools and adequate work equipment can be assigned to employees to allow them to perform their activity in optimal conditions and with configuration adequate to working mainly in a remote mode.

### **2. Remote Work**

In the event of a situation requiring urgent measures or in the case of a significantly unfavorable development of the emergency conditions such as the present pandemic, a widespread use of remote work could be implemented, provided the wide utilization of remote working is required to minimize risks for the health of the employees. That should be always done taking into account national laws, regulations, needs and practices and respecting the role of social parties at the local level.

In principle, and in a stage of gradual and transition to a desirable normality a balance between remote work and in-office presence will be promoted.

With regard to what is already envisaged in the local legal frameworks, regulations and contracts the Parties also encourage local entities to:

- observe the limit of daily and / or weekly working hours and facilitate the reconciliation of work and private life of workers
- recognize possible economic relief in case of voluntary use of the worker's own tools
- promote the work-life balance, which includes, among others:
  - the employee's right to completely disconnect from the company system and work tools at the end of the working day
  - the right not to accept and not respond to corporate communications outside working hours or during rest periods (absences or holidays)
  - the above, unless there are justified exceptional circumstances, in full compliance with the rules and contracts provided for locally
- guarantee data protection
- guarantee the privacy of workers
- manage possible effects of workers' isolation and psychological impacts of working remotely
- ensure, an adequate social dialogue and respect for the roles of employee representatives who must be guaranteed all that is needed for the exercise of their functions and prerogatives
- ensure the possibility for workers to resort to trade union rights.

### **3. Training**

In such a context, it is increasingly important to provide continuity to training activities, albeit in a virtual modality, as a fundamental tool for personal and professional development, as a special opportunity to increase and strengthen soft and digital technical skills, as required by the ongoing technological transformation, also to improve efficiency at work.

Within this framework, the Parties acknowledge the importance of providing training to managers in order to support business through the development of the skills necessary to manage the emotional and participatory engagement of employees, promoting the efficiency in remote working.

### **4. Inclusion and Equal Opportunities**

According to what is envisaged by the European legal framework and by the joint declaration on Diversity & Inclusion, signed in 2019, the Parties undertake to promote, at the European level, support to employees and customers, on the basis of equal treatment and non-discrimination.

Moreover, also in line with the European Directive on reconciliation between professional and private life, issued by the European Parliament on April 4, 2019 and with the aforementioned D&I Joint declaration, the Parties agree to pay a special attention to matters and possible issues concerning the reconciliation of professional and private life and equal opportunities, with particular attention to the needs for flexibility and work life balance of workers with children.

### **5. Other Provisions**

Emergency situations, like the COVID-19 one, inevitably cause social and economic impacts at all levels. In order to minimize such impacts, and in compliance with local rules and practices, the Countries may introduce economic measures (e.g. compensatory measures for additional structural costs for employees, such as connection and logistics) and / or welfare measures to support the wellbeing of their employees.

Moreover, in the event some processes may bear an impact on occupational levels and in order to minimize any social impacts, it is reaffirmed that the Group will encourage the adoption of alternative measures such as, for example, professional outplacement within entities of the Group, voluntary exit, early retirement, etc. in accordance with the whole provision of chapter "2. Objectives" of the European Social Charter.

### **Final provisions**

#### **Communication/Information/Consultation**

The Parties underline the importance of social dialogue both inside the countries and at the EWC level, always bearing in mind both EU and local provisions with regard to information and consultation.

The Parties involved confirm their commitment to periodically monitor the implementation of this joint declaration, according to what is already foreseen by the EWC agreement, starting, if and when necessary, the information and consultation process, concerning the transnational measures proposed.

Furthermore, taking into account a long period of telework caused by the contingent situation, as well as by the transition to the “new normality”, the Parties undertake to include periodically in the agenda of the Select Committee meetings a way to monitor the implementation and evolution of remote working in the Countries that fall within the EWC scope.

### **Translations and Sharing**

The present declaration will be translated into all the languages of the countries belonging to the EWC perimeter, it will then be forwarded to the territories, to be then adequately communicated and distributed by local entities, according to local rules and practices.

### **Applicability of the Joint Declaration**

In case new serious emergency situations should arise in the future, whose seriousness would be comparable to the present pandemic, and which would impact on at least two countries belonging to the EWC perimeter, the Parties agree to jointly evaluate the applicability of the present declaration to the emergency situation if and when it occurs.

The present joint declaration means to set general principles of reference for the entities located in the various European territories, so as to inspire them to autonomously develop initiatives, respecting the peculiarities of each country, intended to tackle crisis situations such as the COVID-19 one and to start a gradual transition towards normality.