

## 1. Welfare is an extremely current matter. What does Welfare mean for Ali?

In Ali, people are always the most important thing, so we thought we needed some instruments in order to satisfy our colleagues' needs. Welfare in Ali means many services to improve the personal and familiar health.

## 2. How do you evaluate the instruments used by Ali?

They're extremely useful. We have entrusted a leader of the Welfare to take care of Ali's operating system.

## 3. In Ali, Welfare has a long history. Could you tell us the development of this project?

It's been 3 years since we have adopted a new Welfare platform in Ali, but the project started in 1997, thanks to Doct. Antonio Lombardi, who introduced the "child bonus". In Ali's "DNA", the "chromosome" Welfare has always been present. For example, the Repas Lunch Coupon company works in the meal voucher section.



## 4. How does Welfare work in Ali?

We have a web platform that handles it, with a reserved area for each colleague, who can log in in his most interested area. There are many suppliers who provide the services for Ali. The Welfare account is either accredited or paid off in the pay roll.

## 5. Do the employees appreciate it? Is it used? What do they choose?

On the first year, many haven't participated. Later on, thanks to a calibrated communication, the subscriptions and appreciation have arrived. During 2016 we have spent € 145,000 on Welfare. Our employees use it for the Kindergarten, School, University, Trips, Sanitary Assistance (they can have more refunds).

## 6. Do you think Welfare is a useful tool for the Company's Employer Branding?

There are not objective signals, but our employees' satisfaction and gratitude are surely good signals. Welfare is surely an important tool for the Employer Branding, even for those who would like to join Ali.

## 7. How do you see the future of Welfare in Ali?

Welfare will become more and more important in every company, especially in Ali. Our web platform is constantly evolving and the employees who adhere to it are always increasing.

## 8. A sentence to end our interview.

People at the centre. In Ali we strive for our employees' health, both in their work and in their personal life.