

The Vitec Group plc

Imaging Division



Welfare as a negotiating leverage

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The Vitec Group plc

Imaging Division

Contents:

- The Vitec Group Plc.
- The Imaging Division
- Our Welfare Approach



“We provide vital products and services
that support the capture of exceptional images”



The Vitec Group Plc – Our Structure



Videocom Division

HQ: Bury St. Edmunds (UK)



Imaging Division

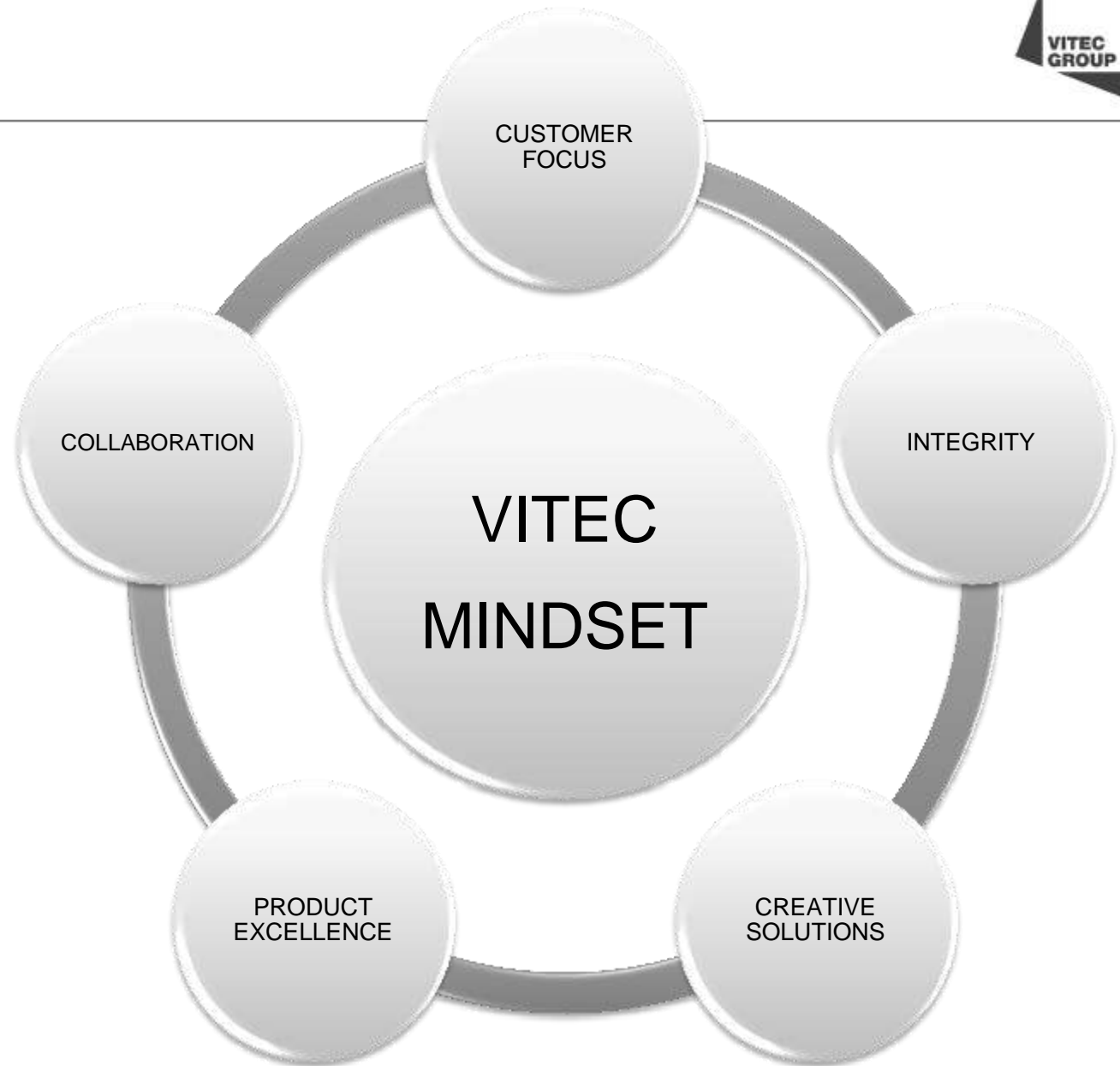
HQ: Cassola (Italy)



Services Division

HQ: Burbank (USA)

The Vitec Mind set



The Imaging Division

- Our Locations
- Distribution Network
- Our Products and Brands





Group
Corporate

Richmond (UK)
Vitecgroup.com

Division
Facilities

Cassola HQ
(Italy)

Jerusalem
Innovation
Centre (Bags)

Manufacturing
Sites

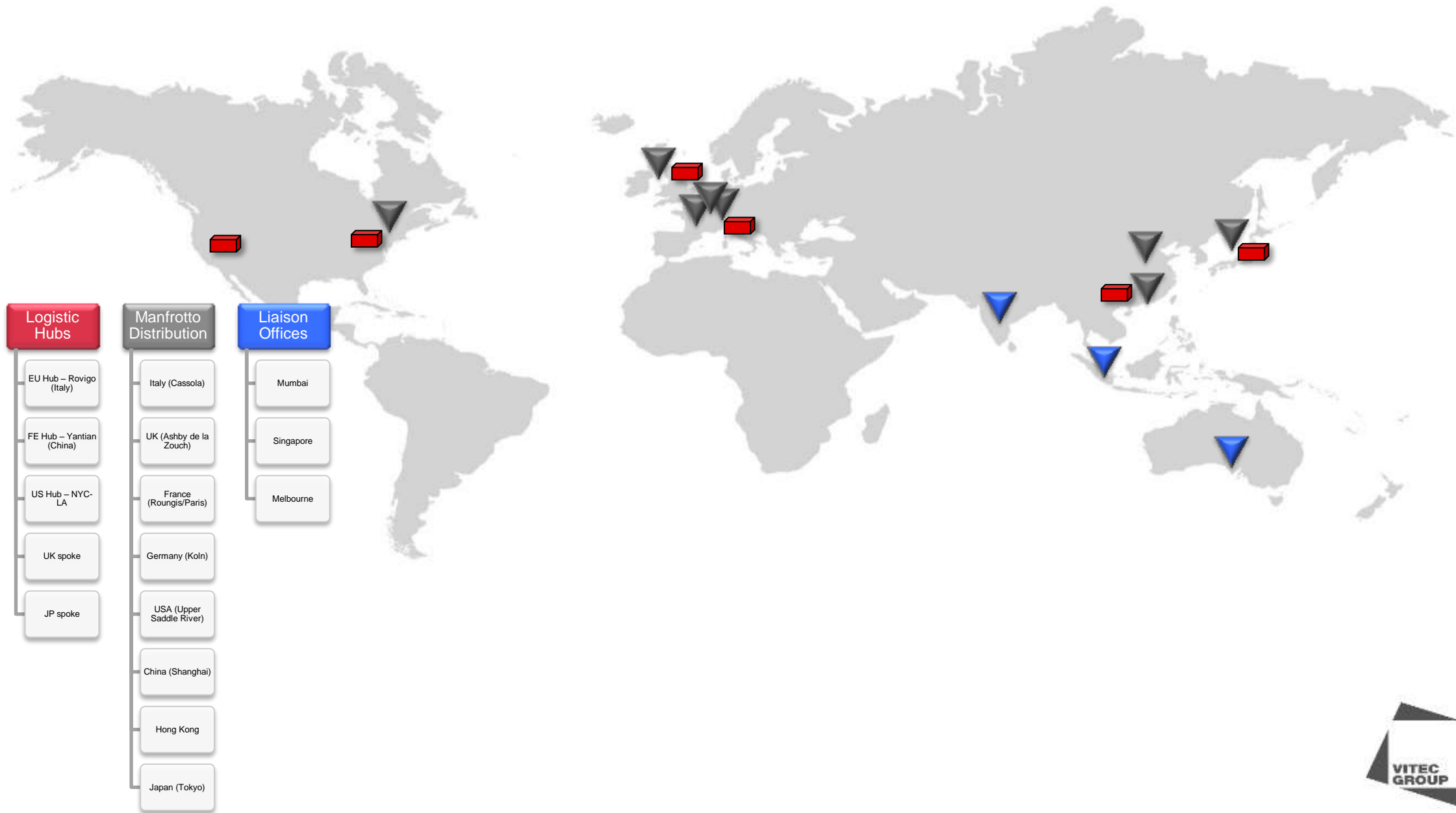
Supports –
Feltre (Italy)

Lighting Controls
– Ashby de la
Zouch (UK)

Procurement
Sites

Divisional
Buying office,
Dong Guan
(China)

Commercial and Logistic network



Divisional Headquarters, Cassola - Italy



Divisional employees: 800

HQ: 160

Plants: 450

Supports Manufacturing facilities, Feltre - Italy



Plants number: 5

Plants Surface: 27.700 sqm

Total Employees: 350 (270 direct workers)



Local business:

- Lighting controls R&D,
- Lighting controls manufacturing,
- Manfrotto Distribution UK

**Total Employees: 85 (69 Lighting,
15 Distribution)**





Mission: Implement and manage a robust and reliable Far East supply chain.

•Activities:

- Sourcing and Procurement, in China and South East Asian countries
- Local support to New Products launch
- Suppliers management assuring Quality, Costs Control, Service Level and Technical Innovation

Office Surface: 70 sqm

Total Employees: 5



What we do: camera accessories, core business

Photo
Supports



Video
Supports



Photo
Bags



Lighting
Supports



What we do, more recently ...

Lighting
Controls



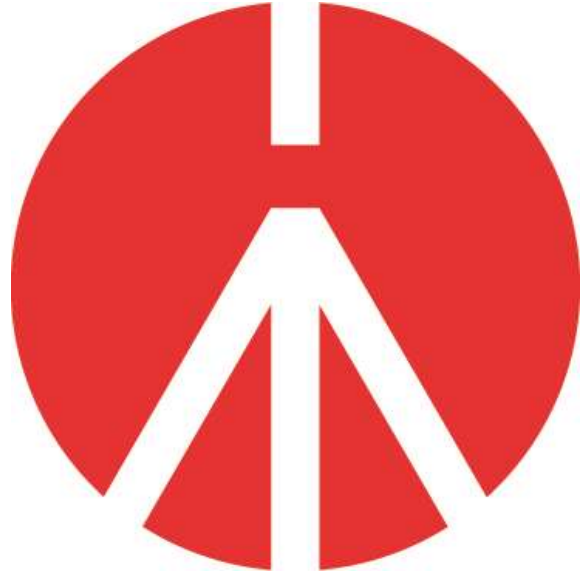
Smartphone
Accessories



LED Lights



Our Brands



Lastolite
Professional



Our Welfare approach

- Welfare to manage change
- PeopleFocus
- The Supplementary Labour Agreement
- The new Performance Appraisal System
- Our CSR Approach



2012: FROM A **PRODUCT ORIENTED** COMPANY TO A
CUSTOMER ORIENTED COMPANY



**PROJECT ONE
COMPANY**



- Marketing
- Sales
- Operations

A common identity

How can we support change internally?

How can we share our values?

How can we create engagement?

*.....People are our **FOCUS***



**Sense of belonging
and more involvement
in the Company life**

Employer Branding

**More efficient
communication style**

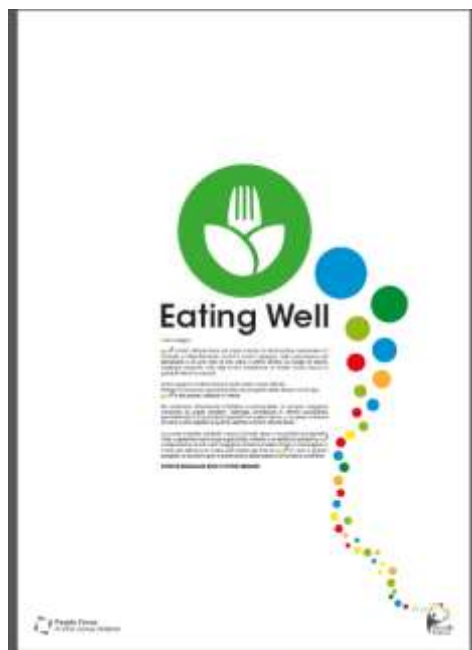
" PEOPLEFOCUS "

Promotes the Culture at all levels, Improves and Facilitates work-life balance,
Strengthens motivation, in line with Company mission and values.

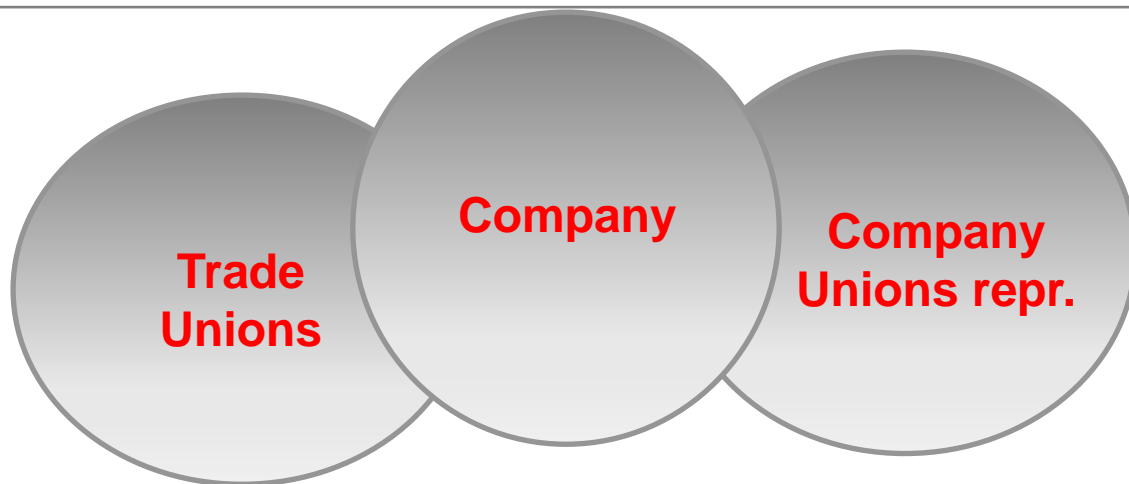


WE WORK TOGETHER to boost collaboration and engagement in a healthy
and ethically coherent working environment

PEOPLEFOCUS – Some initiatives



The new Supplementary Labour Agreement



2013: a 5-year Supplementary Labour Agreement for all Italian employees

Main focus on:

- **New system of Industrial Relationships**
- **Working time**
- **Company Welfare**
- **Company Bonus**
- **Pilot project with Unions on Performance Review system**



2014: The new Vitec Performance Management System

The model aims at ensuring:

- **Objectivity** and **consistency** of assessment
- **Meritocracy** and **non-discrimination**
- **Career development**



TOOL VALIDATION

PROCESS VALIDATION

Validation of the "Performance Appraisal System" Vitec Group Imaging Division

The University of Pisa, the Provincial Secretary FIM-CISL, the Trade Union Representatives of the Vitec Group Italia Spa Imaging Division Company, in Cassola

after a detailed Analysis and Development through several meetings from April 2014 to July 2014 confirm the **validity** of the new **Performance Appraisal System** which is going to be implemented from January 2015.

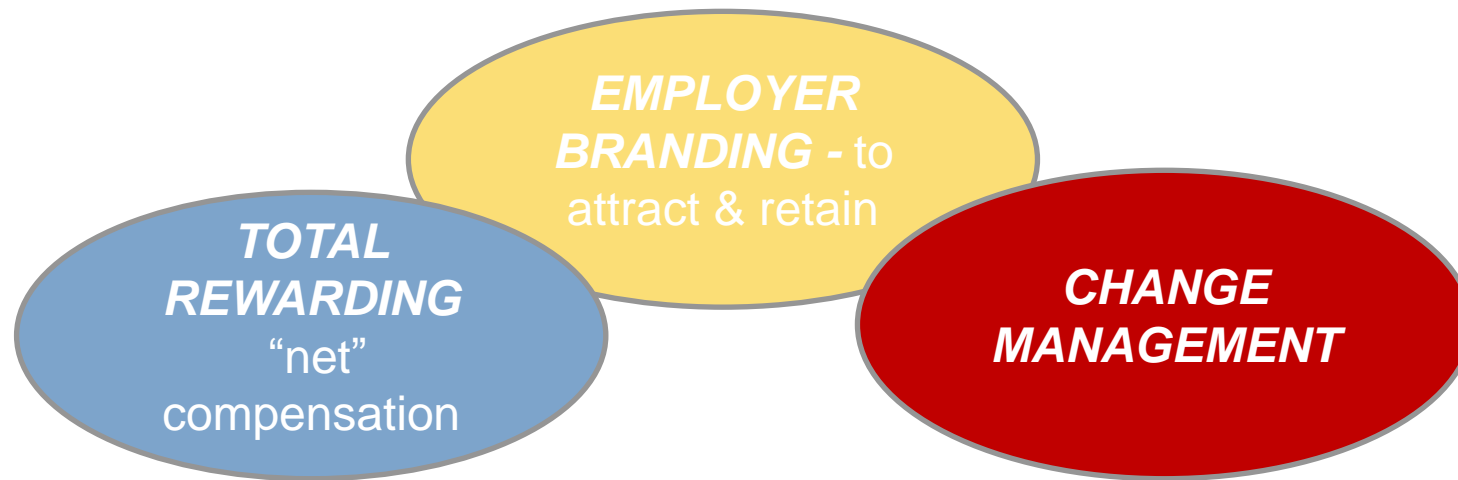
The key features of the system are:

- **NON DISCRIMINATION** by gender, age, culture, ethnicity, religion, political orientation, sexual orientation, social status and any other diversity.
- **MERITOCRACY** in the development of the observation and measurement of work-related behavior of specific roles during the year.
- The **VALIDITY OF THE METHODOLOGY** of the model based on the existing scientific research literature and the relevant adjustment to the Company.



Why Welfare?

Our People = Our FOCUS and first testimonials



WHY

- Engage our employees through **highly ethical CSR projects**
- Have **divisional initiatives linked to our business**, that can positively influence our exposure inside and outside the company

ONGOING PROJECT



Thank you



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