

# Speak Up 2023 – Follow Up & Action Plan

# MAIN COMPONENTS

3 MAJOR  
INDICATORS

Response Rate  
Engagement Index  
Leadership Impact Index

Current questionnaire and data gathering system as per past years.

30k EMPLOYEES  
8k DW – 22k NDW

25 LANGUAGES

DATA PROTECTION

Anonymous link or totems or PCs.  
Minimum: 15 people.

50 STATEMENTS (DW)  
25 STATEMENTS (NDW)

DATA BY

Total  
Region  
BU  
Plant

## DATA DISTRIBUTION

Global data is represented according to the 2023 Prysmian perimeter distribution\* of its employees' population:



# LEADERSHIP IMPACT INDEX COMPOSITION

Summary index of the percentage of Group employees who have expressed a consent level equal to or greater than 5, rated on a scale from 1 (min) to 7 (max), as observed by POLIMI in its capacity of independent third-party supervisor of the implementation for the Group of the survey among employees.

- I I look forward to going to work each morning
- II I'm enthusiastic about my job
- III I would recommend my company to my friends as a good place to work
- IV I receive regular feedback about my performance on my job
- V I feel that my work is recognized and appreciated by my manager

LEADERSHIP  
IMPACT  
INDEX

# A Site Approach: from the analysis to action plan

## LEADERSHIP IMPACT INDEX - Projects overall

Site	Full Population				Re
	LII 2023	RESP %	Total Pop		
Brazil - Cariacica	72%	85%	87	61%	
Brazil - Vila Velha	80%	86%	194	68%	
Germany - Bayreuth - German Corridors			19		
Germany - Wuppertal - German Corridors	38%	94%	17	36%	
Germany - Würzburg - German Corridors	68%	84%	25	57%	
Germany - Nordenham	45%	72%	516	32%	
Italy - Milano PPL	45%	64%	378	29%	
Italy - Pozzuoli - Arco Felice	80%	90%	688	72%	
Middle East - MEART PPL			30		
Singapore - Singapore - PPL			19		
UK - PPLS (Chelmsford, Middlesbrough)	65%	61%	28	39%	

LII Survey  
Response Rate  
Total Site Population

Full Population					
Site	LII 2023	RESP %	Total Pop	Re	
France - Cornimont	14%	56%	180	8%	
Italy - Livorno	59%	95%	125	56%	

## STRATEGIC ALIGNMENT, TRUST & LEADERSHIP

DESK WORKERS

KPI		STRATEGIC ALIGNMENT						TRUST & LEADERSHIP		
PLANT	TOTAL RESPONSES	CLEAR GOALS: GROUP	TRUST: BU/REGION MGMT	CLEAR GOALS: BU/REGION	TRUST: TOP MGMT	CROSS FUNCTIONAL COLLABORATION	ENTREPRENEURIAL IDEAS' SUPPORT	TRUST IN MY SUPERVISOR	TRUST FROM MY SUPERVISOR	MUTUAL TEAM TRUST
Brazil - Cariacica	45	5,69	5,87	5,40	5,78	5,12	5,31	5,60	5,72	5,52
Brazil - Vila Velha	38	6,00	5							
Germany - Nordenham	125	5,31	4							
Germany - Wuppertal - German Corridors	16	5,56	4							
Germany - Würzburg - German Corridors	21	6,05	5							
Italy - Milano PPL	194	5,47	5							
Italy - Pozzuoli - Arco Felice	56	6,07	5							
UK PPLS (Chelmsford + Middlesbrough)	17	6,12	5							
TOTAL		5,62	5							
% of <=2		3%	4							
% of 0/NA		1%	5							

## Main Actions Collected so far...

### ARCO FELICE

Please write below the major issues (max 5) highlighted by the survey	Actions description (for each issue)
1. Wellbeing Programs	D&I Initiatives
2. Strategic Alignment: Cross-functional collaboration	Outdoor session with wc - end of 2024 training program

## Main Actions Collected so far... ARCO FELICE

Please write below the major issues (max 5) highlighted by the survey	Actions description (for each issue)	Timeframe & Deadlines (for each issue)	Notes
1. Wellbeing Programs	D&I Initiatives	Q4 2024	continuing the activities started on 2023
2. Strategic Alignment: Cross-functional collaboration	Outdoor session with wc - end of 2024 training program	Q4 2024	

## PPLS - MIDDELSBROUGH

Please write below the major issues (max 5) highlighted by the survey	Actions description (for each issue)	Timeframe & Deadlines (for each issue)	Notes
1. Engagement	Team Building activity for all PPLS team members	01/06/2024	all employees are invited to attend a team building activity in June 2024 together
2. Wellbeing Programs	Highlight and improve wellbeing programs in the UK by introducing Vitality at Work Program and Mental Health Champions for each site within the UK for all employees	Q3 2024	Mental Health First aiders and Vitality program are designed to support employees physical and mental wellbeing whilst at work and encourage more physical activity and to destigmatise mental health struggles.

3) Focused action plan by location

1) LI & RR analysis by site

2) Deep dive on each question

# HOW: ACTION PLAN ANALYSIS 2023

*Regional and Global Action Plans have  
been analyzed and **clustered***

**+180**

**ACTION STREAMS AT REGIONAL LEVEL**

**+20**

**ACTION STREAMS AT  
GLOBAL LEVEL**



# Action Plan Overview for Desk Workers: Global

## Survey Areas

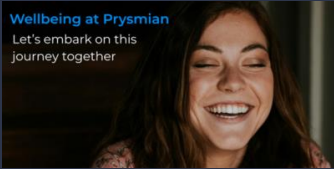
STRATEGIC ALIGNMENT, TRUST & LEADERSHIP	STRATEGIC ALIGNMENT
	TRUST & LEADERSHIP
ORGANIZATION & WORK ENVIRONMENT	WELLBEING
	ROLE CLARITY & GOALS
	360 SUSTAINABILITY
	SAFETY
	WORK ENVIRONMENT
HUMAN CAPITAL PRACTICE	REWARDING SYSTEM
	TRAINING & DEVELOPMENT
INDIVIDUAL DRIVERS	AFFECTIVE COMMITMENT
	SATISFACTION
	ENGAGEMENT
EXTRA MILE	
RETENTION & TURNOVER	

## Focus

- Care for wellbeing
- Work life balance
- Tools & ways of working
- Proper reward & recognition
- Development opportunities and regular feedback

## Action Streams

- A) **Intergenerational** Communication training
- B) Adoption of a **Wellbeing Manifesto** & one unique wellbeing model (**PERMAV**)



- A) **Corporate/Global Processes Simplification**
- B) **AI** introduction and pilot projects

- A) **Fair Reward** (e.g Gender pay Gap, YES, BEIN...)



- B) P3 & P4 Process Re-design: **Launch of P+**



# Regional Best Practices



REWARDING SYSTEM



WELLBEING



WORK ENVIRONMENT

Action	Location	Timing
<b>GOPRYSMIAN:</b> peer to peer recognition system and anniversary reward tool	LATAM	Q1 2024
Collaboration with <b>nilo.health</b> : Platform to support mental health. Every employee can have 10 1-1 sessions with a psychologist. Managers have the chance to receive a 1-1 management coaching how to deal with the topic mental health better in their teams	CEE	Q2 2024
<b>Speed Dating NSW:</b> building mutual understanding between DW-NDW around their jobs by implementing «exchange programs», improving cooperation and reducing prejudices	Transmission	Pilot by Q3 2024

# Action Plan Overview for Non Desk Workers

## Survey Areas

## Focus

STRATEGIC ALIGNMENT & ROLE CLARITY	STRATEGIC ALIGNMENT
	ORGANIZATION & ROLE DEVELOPMENT
WORK ENVIRONMENT & SAFETY	WORK ENVIRONMENT
	SAFETY
	DIVERSITY & INCLUSION
ENGAGEMENT, LEADERSHIP & SATISFACTION	ENGAGEMENT & LEADERSHIP
	SATISFACTION
	EXTRA MILE



- Wellbeing
- Satisfaction with Work/life balance



- Expand NDW practices



- Regular feedback
- Feeling Valued

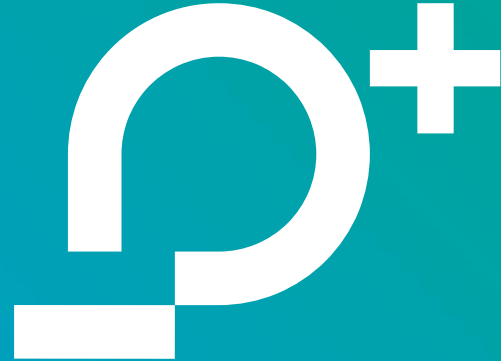


- Reward

# Regional Best Practices

Action	Location	Timing
<b>Sports Activities:</b> (ie football, basketball or volleyball), promoting not only a healthy lifestyle but also the integration of the team. Create <b>plant gardens</b> where employees can help plant and harvest vegetables for the canteen or share with their family.	Mexico	By December 2024
Prepare and implement a 2-year plan to reduce absenteeism working on <b>prevention and wellbeing</b> . The program will consist in appointing a Prevention officer, run some Preventive Medical Examinations, Ergonomic researches (Production) and Workplace checkups (Office), Vitality Coach and Webinar on working in shifts. Plan to be adapted to specific locations.	Netherlands	2024-2025
<b>Stronghold – Scandinavia culture.</b> Internal gatherings to strengthen the common culture: <ol style="list-style-type: none"> <li>1. Quartey meetings with all managers</li> <li>2. Ideas contest for all employees</li> <li>3. One communication plan for Scandinavia. (Town hall meetings, information channels, Information meetings)</li> </ol>	Scandinavia	By July 2024
<b>NDW feedback</b> process: to design (multisite focus group with DW from Manufacturing + NDW) and implement a simple but structured process to give feedback to each operator on work performance and create a moment of listening in presence.	SE	By July 2024
<b>Facilities Refurb</b> Project: NWC Office refurb & Canteen and Changing rooms.	Wrexham	By December 2024
Continuation of sharing <b>Gainshare Perf. Update (BE IN)</b> during monthly communication meetings.	All US sites	By December 2024
<b>Cultural Lunch:</b> get to know all different nationalities/cultures	New Zealand	By December 2024
<b>Domestic violence</b> training	Arco Felice	By October 2024





DEVELOP.  
GROW.  
THRIVE.