

## TOP EMPLOYER CERTIFICATION

Our company has been certified, for the fifth consecutive time, **Top Employers Italia 2020**.

Top Employers Institute is an independent organization that examines and analyzes the working conditions and job offers of major companies around the world and evaluates them according to recognized international standards. As a result of these assessments, only the best companies in the world obtain **Top Employers Certification**.

The core of the Top Employer procedure is participation in a rigorous and thorough research process - the HR Best Practices Survey - and the achievement of the high standards required to obtain certification. As a guarantee of the validity of the research process, all responses are subject to an external audit, which means that the working conditions implemented by our company have been carefully checked and we have deserved to join a select group of Top Employers certified companies.

The subject of investigation by **Top Employers Institute** are the processes of Human Resources management with particular reference to:

- Talent Strategy
- Workforce planning
- Insertion in the company for new hires
- Training and Development
- Performance Management
- Leadership development
- Career and succession management
- Remuneration and benefits
- Corporate culture

The certification mark issued to **SUANFARMA Italia** is not only the recognition and testimony of our efforts and our work, but it represents on the one hand a stimulus to **propose new solutions** and further develop our human resources management processes, and on the other an excellent business card to **attract new talent** to the job market.