

Developing a Global Wellbeing Framework for Barilla A 90-Day Sprint

Workstream 4

What We Are Already Doing to Support Wellbeing at Barilla

The Barilla logo is centered within a white, rounded rectangular shape that overlaps the bottom of the blue header. The logo itself consists of the word "Barilla" in a bold, italicized, blue serif font.

The Italian Food Company. Since 1877.

THE OUTPUT OF WORKSTREAM 4

Use the existing list of wellbeing activities Barilla is already doing and determine:

- Activities to add to this list, if any
- Activities you believe should be supported globally across the company & why
- Activities you believe should be supported only locally & why
- The best way to share and update this list of wellbeing activities continuously as a mark of an international company

To achieve this output: Determine how you will work together, including how your work together can also include and support your individual & collective wellbeing.

YOUR CHECKLIST OF INPUT

- Group input: What barilla is already doing. (See pages 4-7.)
- Excel document with the activities categorized.
(Sent as an attachment.)
- Other people or resources across Barilla that you believe provide insight into this workstream.
- Aspirational input from the 27 Oct Group Session.
- Insights from your personal wellbeing journey.

BARILLA IS ALREADY ADVANCING WELLBEING

VALUES

Collaboration
Diversity
Flexibility
Inclusivity
Mindfulness
Nutrition
Personal Belonging
Quality
Respect
Responsibility
Sense of Purpose
Trust

BENEFITS

Bikes at Work
Closing Salary
Gender Gap
Grocery Delivery
Health Insurance
Laundry Services
Online Consultations
with Professionals
Onsite Gym or
Gym Passes
Preventative Healthcare
Activities
Yoga

INITIATIVES

Be Well Lead Well Pulse® Pilots
Diversity & Inclusion Initiatives
Employee Resource Groups
Family Days and
Kids at Work
Feedback Training
Leadership Development
Mentor Program
Monthly "No Meeting Block"

Nutritional Product
Formulations
Reducing Environmental
Impact
Smart Working
Sport Competitions and
Initiatives
Supporting LGBT+ communities
Volunteer Programs
Wellbeing Seminars

(The raw responses the sprint group provided were organized by Wisdom Works in the categories above. Please view the raw responses on the following pages and organize them in a way that best fits your needs.)

RAW RESPONSES: HOW BARILLIA IS ADVANCING WELLBEING

- All Plants in France: week of safety & health - program on training, awareness about addiction, sleeping well
- Barilla always sustained the community engagement. It encourages employees to engage with the community through volunteer programs or initiatives that allow them to contribute to social causes. This enhances a sense of purpose and wellbeing.
- Barilla is leading a 10-year journey to grant inclusive and diverse workplace where all employees feel valued and respected. Barilla promotes diversity at all levels of the organization and provide diversity and inclusion training. We can rely on the ERG's networking where every employee can find their area of interest and give their contribution.
- Be Well Lead Well Pulse® pilots in Italy
- Closing the salary gender gap.
- D&I and ERGs: great opportunity to advance inclusion and also to expand networking with colleagues from all different backgrounds.
- Diversity & inclusion journey: ERGs, let people responsible about the priorities on D&I
- Do not forget the Connect Day in AAA where they choose one day a year to celebrate a specific/personal Holiday.
- During COVID time we've implemented EVP that is still working with psychologist, lawyer, financial consultant, healthy style consultant and vet available for online consultations to all our employees, we have regular education webinars on different well-being topics, relations with kids etc. (Russia)
- Employee Assistance Program: In Turkey and Russia, support hotline for employees; In Nordics, similar program with an app
- ERG's activities engaging employees on inclusion topics (i.e.: support for LGBT+ parents, volunteering at facilities for disabled people, etc.)
- ERGs group
- Feedback training on process
- Flexibility in the Nordics - parents are allowed to leave work to get the Children from Childcare/school. Change maker for families
- Formulate our product with a nutritional balance profile.
- Good sense of personal belonging, "living" our purpose, providing employees an opportunity to help solve workplace problems (like the Wellbeing project!)
- Guarantee quality, safety and affordability of our products
- Gym lessons
- Health Insurance
- Hybrid working is also very helpful for the well-being. (Russia)

RAW RESPONSES: HOW BARILLIA IS ADVANCING WELLBEING

- In Bakery division, a Pilot with COACHING HUB, just started :)
- In some area of the company, we also experienced some pivotal of coaching sessions, or wellbeing tools, but these were more experiments than a structured and comprehensive wellbeing strategy for the whole company.
- In the Transformation the People agenda is at the heart of the journey - that is a great opportunity for Wellbeing
- In the US we do a "No Meeting Block" on our calendars for 3 hours every month.
- Individual Kinesis program for people in particular job positions in French plants
- Initiatives like kids in the office, participation in Pride parades in cities where we are present with offices.
- Leadership development GLT
- Leadership development opportunities to support overall wellness
- Mentor program
- monthly pasta party
- Monthly reimbursement for cost of wellbeing initiatives
- no-smoking activities
- Nordics: We have online Consulting for a price of 10 eur/hour, booked privately by each employee. Everyone can book a coach, therapist, personal trainer for this price etc...
- Parental coaching and soon parental leave (Italy and WE)
- Partnering with customers about D&I initiatives
- Policy for precaution and support for domestic violence / inclusive language guideline
- Program to reduce the environmental impact of our production
- Promote a global and inclusive corporate culture
- Several activities with different approaches in different countries (Reg. IT engagement 1&2° line, Mulino Bianco, Reg. Americas focus on nutrition, mindfulness, yoga etc.. etc..)
- Si Mediterraneo Monthly Office Lunches (Northbrook) (living a healthy Mediterranean lifestyle concepts, healthy eating habits, focus on sustainability)
- Since 2013, we are pushing and creating a culture of inclusion of all kinds of diversities in the company, mostly based on respect (D&I Journey). This "project" has been also extended to engage Barilla suppliers on D&I (Supplier Diversity & Inclusion)

RAW RESPONSES: HOW BARILLIA IS ADVANCING WELLBEING

- Smart Working since 2014 / work from home praxis and policy – very positive achievement.
- Sport actions are done in all countries (i.e.: in Parma we have: for 1 day a week: gym, yoga; bike at work; Parco Ducale waste collection; osteopathy; family days; laundry service; etc. – in some countries we have gym like in Filipstad Plant in Sweden, Chicago HQ, etc.)
- Support to Community (e.g education program)
- Teaching Kitchen Team Building
- There are always physical/mental wellbeing opportunities offered.
- We are moving the first steps toward wellbeing, but I think that up to now, we've stayed more focused on the physical needs (yoga courses) or practical things such as laundry services or delivery grocery.
- We conducted 2 sport challenges that lasted 3 month each where people in teams had to do different sport activities to gain points to their teams and that was a great success! We plan to have table tennis tournament at the factory for our employees. (Russia)
- We do a lot of volunteers' activities and eco marathons that people can participate in. (Russia)
- We do offer a big amount of flexibility, responsibility and trust (smart working), preventive healthcare activities, as gym cards, health check-ups, seminars on the wellbeing theme, arranging common running activities
- We focus on employee wellness and benefits to support wellbeing
- Work @Barilla program
- Work on inclusive suppliers
- Work@barilla program to embrace flexibility and empowerment
- Work@Barilla rules: no meetings during lunch time, 50 min meetings (vs 1 hour) etc, no mails before 8h and after 20h, no mails on weekends

At Wisdom Works, we
believe advancing
thriving is simply a better
way to do business.