

Compensation and Benefits Policy

Benetton Group is fully aware that human resources are indispensable for the existence of the enterprise as such. Employee allegiance and professionalism are all-important values and conditions for achievement of Group objectives. For this reason, the Company wants to reward them accordingly.

Compensations and benefits in Benetton Group are fair and in compliance with the internal social policies that prohibit discrimination and enhance equality, in particular, avoiding differences between genders, religions and cultures. Moreover, compensation and benefits have to comply with internal directives of equal pay for equal roles, and with local legislation and collective agreements.

Competence, responsibilities and contribution of the employee are the essential drivers for the definition of the compensation levels.

The scope of this policy is the declaration of the Benetton Group's basic principles for compensation and benefits.

Company Commitment

Benetton Group guarantees at least the statutory minimum wage defined by local legislation and by the signed collective bargaining agreements.

At the beginning of the employment relationship, employees should be informed about compensation, overtime compensation, date of salary payment, paid absence, vacations, other payments, benefits and about all the norms that rules the employment relationship with the Company.

The payment to employees has to be punctual. Employees receive a written statement showing in a clear way the calculation of the gross and net pay, together with other deductions/payments, always following the local legislation.

Benetton Group is active in phase out any structural difference in compensation between genders.

Grievance Procedure

Managers and HR office are available and in service in case an employee needs further information or has some questions regarding the remuneration procedure.