

Smart-working begins in Leonardo

- **An innovative smart-working agreement has been signed with the trade unions starting with a 12-month pilot project involving around 200 employees**

Rome, 10 April 2018 - Leonardo and the Italy's trade unions today signed an innovative smart-working agreement on with the aim of gradually introducing the ability of employees to work at a company location closer to home (*satellite office*) or working from home. The introduction of this new way of working is aimed at improving the well-being of Leonardo's employees and increasing company productivity.

As a result of the agreement, Leonardo will begin, from June 1st, a 12-month pilot project - on a voluntary basis and after assessment by the company - aimed at an initial group of around 200 employees. There will be gradual expansion of smart-working following continuous dialogue with the trade unions and monitoring of the efficiency gains achieved.

By introducing the smart-working project Leonardo is taking a decisive step in the digital transformation process, as indicated in the 2018-2022 Industrial Plan.

The innovative agreement aims to reconcile employee's work-life balance, to improve organisational efficiency and the professional working environment, whilst allowing greater focus on objectives and results. A relationship of trust and transparent dialogue between employees and their direct managers will be generated under the framework.

In addition to improving in the professional environment, the introduction of smart-working will also reduce the environment in the areas where Leonardo operates, thanks to a reduction in flows of transport, to and from the workplace. This will in turn increase sustainable mobility, thus supporting good practice on issues of corporate sustainability.