



The Alfasigma people

Alfasigma has always conducted its business holding its employees great consideration, offering an environment built on mutual respect and individual integrity. In fact, the company invests resources in the training and qualification of its internal staff, recruiting from the outside high school and university graduates, who make up over 90% of the entire workforce. Being an international company with solid foundations in Italy, Alfasigma offers its staff the opportunity to make a concrete contribution and leave their mark.

Experience and dynamism: a winning generational mix — The five Alfasigma offices in Italy employ around 3,000 people who work day in day out to manufacture the highest-quality products and find solutions to key health challenges. Of these 58.7% of the employees are men, 41.3% women. Almost half of the employees are over 50 years of age (44.6%), while 35.9% fall within the 41-50 age group and 16.6% are between 31 and 40. Only 2.9% of employees are under 30 years of age and 273 are millennials (19.5% of the total). Italian employees represent 46.7% of all workers, while 53.3% work in the foreign offices.

Human value, a corporate asset — Human resources are upgraded through learning organisation processes, thus consolidating and steadily improving their hard and soft skills. Particular attention is paid to the training of staff at all levels, and in each country, thus making a concrete contribution to corporate growth and patient care.

Values & Leadership Model — Perseverance, Passion and Integrity: these are the values that guide the company, which has also identified a set of five ideal forms of conduct summarised in the **Leadership Model**.

- Act with Team Spirit
- Drive Innovation
- Clearly Communicate
- Do the right thing and more
- Provide Value with People

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