

ONBOARDING

OUR MISSION

*“Creating a **unified and comprehensive approach to Onboarding** across the Group, to **welcome new-hires** and introduce them to our Culture and Values, strengthening a sense of belonging to the Group”*

WHAT WE DO

Create a **common framework** for Onboarding new employees and leverage best practices across the Group to ensure a consistent employee experience through:

- **Global** onboarding initiatives common to all employees groupwide
- **Local** Onboarding initiatives specific to country of hire and addressing local needs



HOW WE DO IT

- **Multiphase onboarding path** that engages new employees before day 1 and continues until the new employee is fully integrated
- Comprehensive **set of onboarding initiatives** to welcome new employees: preboarding Video Teaser, CEO Welcome letter, Digital Welcome Kit, Buddy assignment, Welcome day Live event
- **Learning and development opportunities** to help gain mandatory and essential skills and role-based competencies
- Consistent communication & check-ins with the **manager**