

Pontenossa Spa: Valuing People

At Pontenossa Spa, employee welfare is more than a collection of benefits. It is a long-term commitment to creating a workplace where people can grow professionally, feel supported, and achieve a healthy balance between work and personal life. As Virna Salvoldi, Human Resources and Talent Management representative, explains, the company's goal is to create conditions that allow employees to work with confidence, develop their skills, and face every stage of their professional journey with greater peace of mind.

Training is one of the company's key priorities. Employees have access to both technical and soft skills development programs, supported by regular discussions with managers to review achievements and set future goals. According to Salvoldi, training is not only about acquiring technical knowledge, but also about helping people develop new abilities, take on different roles, and build long-term career opportunities. In 2025, the company delivered more than 1,345 hours of training, demonstrating its strong commitment to continuous learning.

Special attention is given to young employees entering the company through onboarding and mentoring programs. Antonio Zanotti, now working in Purchasing and Management Control, joined Pontenossa as an intern and gradually took on greater responsibilities as his experience grew. His career path reflects the company's commitment to developing talent from within.

Work-life balance is another important element of Pontenossa's culture. The company has long adopted a shortened working week, with Friday afternoons free, helping employees better balance professional and personal commitments. In addition, a performance bonus linked to company results can be converted into welfare services. As Salvoldi highlights, this option was created to provide a flexible tool capable of meeting the different needs of employees and their families.

Health and prevention also play a central role. Employees can take part in annual health programs that include medical check-ups, clinical tests, vaccinations, and other preventive services. The company also supports the sector's supplementary healthcare fund and provides paid leave for medical appointments. According to Salvoldi, investing in prevention means giving people the opportunity to monitor their health and take action when needed.

Pontenossa's welfare approach also extends to families through a scholarship program for employees and their children who continue their education. Additional support includes accident insurance coverage valid both at work and in private life, as well as an internal assistance fund financed jointly by the company and employees.

Today, Pontenossa Spa employs around 70 people and continues to place people at the center of its development, investing in their growth, well-being, and long-term success.