

## Reacting to the Covid-19 crisis: the case of FIAMM Energy Technology

*Montecchio Maggiore, July 2<sup>nd</sup> 2020* – An example of prompt reaction to the unexpected health crisis is what happened to FIAMM Energy Technology, which introduced new practices in the company for staff management, obtaining extremely positive feedbacks from its employees.

The central headquarter in Montecchio Maggiore and the productive plants with staff able to work from home, immediately activated themselves in the emergency's first days, forestalling, in some cases, the anti-contagion measures provided by competent authorities afterwards. Before the full lockdown, the headquarter maximized the modality of remote work and in a couple of weeks it was made possible for workers to be fully operative from home, even for those who were not equipped with PCs and mobile phones. The headquarter almost completely closed down all throughout the whole emergency period. Motivating messages were sent to all corporate staff by the CEO, Owa Fujio.

After a few weeks, the result of this new working model has promptly been monitored thanks to a survey sent to employees, and the replies obtained were very positive.

Despite the speed the smart working was arranged with, **over 90% of employees replied that they had received both hardware and software tools to be able to carry out the work correctly and profitably**, an evidence of the exceptional work done in the early days of the emergency by the IT departments and the General Services, with the contribution of the Human Resources division which has bridged any infrastructure gap.

**Over 80% of people believe that this experience of incentivizing home office activities has enabled them to manage their working and private life in a satisfactory way.** The most positive data emerging from the responses is the relational and collaborative one that distinguishes the culture of FIAMM and the approach of its management: **the staff interviewed admitted to daily interact even remotely with colleagues (88%) and with their responsible (62%). As many as 97% said to have received support from colleagues in case of need.**

**The data concerning the clarity of objectives and activities to be carried out was very positive too**, and only a minority felt isolated from the rest of the company.

Taking into consideration that the effects of this emergency may occur after a few months from the moment of maximum alert, the company has made available, during this phase 2 up to the first months of autumn, a psychological support service to those who would need it.

*"We wanted to have an immediate feedback from our staff on the extraordinary measures introduced in this emergency period – the new Human Resources Director of FIAMM Energy Technology Group, Penelope Ferri, commented – Employees inputs and results were inspiring for us and extremely encouraging. We believe that, if well managed, smart*

*working is an important structural resource which in the near future will bring positive results both in productivity and in balancing the private life of each employee".*

Among the main actions undertaken, it is worth mentioning the review of work shifts in order to stagger the entry and exit of staff, the implementation of body temperature controls at the entrance of the sites, information and training to employees about the behaviours and hygiene measures to follow, the use of paid layoffs and already accumulated holidays. Before the start of phase 2, the company has also committed in sanitizing the spaces as required by the circular dated 2020/2/22. Furthermore, the foreign branches were monitored, restrictive protocols on anti-contagion measures were established, and reports were prepared for the immediate management of emergency situations. The competent doctors also prepared a survey to integrate and complete the health and risk file 2020, and sent it to all employees. The document was subsequently used to identify possible hyper-susceptible cases.

***FIAMM ENERGY TECHNOLOGY***

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*FIAMM Energy Technology is a multinational company active in the production and distribution of accumulators for vehicle starting and industrial use, born as a result of the separation from the FIAMM Group of the business of automotive batteries and industrial batteries with lead technology.*

*To be close to customer needs, FIAMM Energy Technology has numerous commercial and technical offices (including Italy, Germany, Great Britain, Slovakia, France, Spain, USA, Singapore, Malaysia, China) and a widespread network of importers and distributors, and works with a staff of over a thousand people.*

*For more information on FIAMM: [www.fiamm.com](http://www.fiamm.com)*

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