



RAW MATERIALS

PACKAGING

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SALES & DISTRIBUTION

CONSUMPTION



BARILLA PEOPLE

Barilla considers people a priority and makes them the focus of its corporate strategy. Barilla's ambition is to create an **innovative, inclusive and sustainable work environment**, where everyone can express their talent, grow professionally and contribute to the success of the company.

Barilla's goal is to **develop an advanced human resources management system**, which supports cultural transformation by aligning HR strategies with business needs and priorities. This system aims to improve employee engagement, wellbeing and belonging, by investing in innovation and training as strategic levers to cultivate talent in a stimulating environment where strong and competitive brands can be built.

Within the **People Agenda**, **diversity and inclusion (D&I)** represents a **strategic pillar and a concrete commitment to ensuring equal opportunities and valuing every individual**. Barilla strives to eliminate the gender pay gap by ensuring pay equity, offering fair parental leave for all, and adopting inclusive hiring policies. Through these actions, Barilla consolidates its role as a responsible employer, **creating an environment based on shared values, innovation and inclusion**. **The ambition is to transform the company into an international, inclusive and high-performance organisation that can combine business growth and people's wellbeing.**



HEALTH & SAFETY

Barilla guarantees a **safe working environment for all its employees**, by respecting health and safety standards and continuously improving company practices. **The company's primary goal is to eliminate workplace accidents** through proactive measures, strict guidelines, targeted actions and continuous risk monitoring.

Barilla promotes a **culture of safety based on dialogue** between management and workers, encouraging the reporting of risky situations and the in-depth analysis of any near-misses. This process makes it possible to identify concrete improvement actions and strengthen prevention at each company site.

Training is a pillar of the Health & Safety strategy, essential for maintaining high awareness of occupational safety and health issues.

Attention remains focused on technological and plant engineering improvements at sites, with targeted interventions on safety during transport handling and loading operations and ongoing certification activities.

Continuous investments and initiatives strengthen Barilla's commitment to ensuring an increasingly safe and innovative work environment, by focusing its corporate strategy on its people.

