



INTERCOS WITHOUT BORDERS PROJECT

INTERCOS CSR PROJECT: WITHOUT BORDERS... A STORY BORN IN 2018

Mission: Social inclusion of asylum seekers. The goal is to train these target people on the following areas:

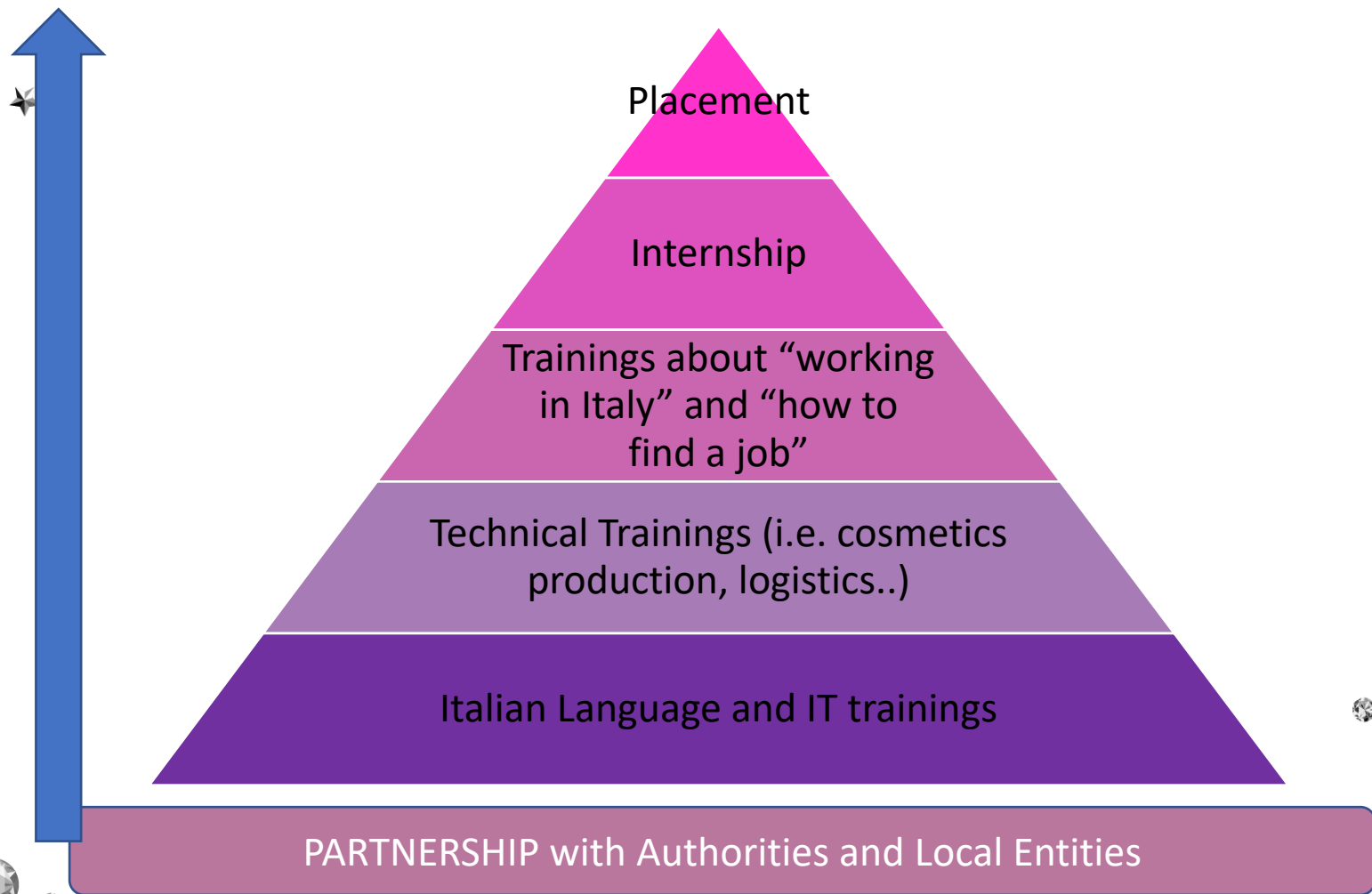
- Language and Italian Job Organization
- Soft skills
- Technical and IT skills

In order to give them tools for job seeking and social integration.

Italian scenario: the birth rate in Italy is 1,35 children per woman, the lowest in Europe. This phenomenon could take to lack of workers and limited productivity. Investing in training people coming from abroad helps the Country to increase in qualified workforce.

Intercos project: Train a group of asylum seekers for the role of Production Operator with the aim to hire the best ones.

INTERCOS WITHOUT BORDERS... THE STEPS



WITHOUT BORDERS 1° EDITION: 2018

- A project run by Intercos, Randstad and local authorities focusing on asylum seekers based in the territories where our two main plants are based (surroundings Agrate/Dovera).
- 18 candidates passed the interview (9 for the Dovera plant and 9 for the Agrate site).
- One month training course (from June 7th in Milan). Main topics: Health and Safety, Italian language, Introduction to working environment in Italy, technical skills for our specific industry (including GMP). Lessons ended on June 29th.
- After the training, we identified 12 people to take onboard for an internship in our production (6 in Agrate and 6 in Dovera). People who actually started the internship were 9, 5 in Agrate and 4 in Dovera, 8 men and 1 woman, average age was 24.
- Internships ended on October 19th. 6 people hired as temporary workers, 2 in Agrate and 4 in Dovera.



WITHOUT BORDERS 2° EDITION in 2019

MAIN IMPROVEMENTS

- Training lasted 2 months, one month more than the previous edition. First month (May) totally dedicated to the Italian language training (main issue during the previous internships was the lack of knowledge of the language that complicated the efficacy of the communication).
- 20 people trained, 15 people hosted for an internship and 9 hired as temp in the company (4 in Agrate and 5 in Dovera).
- People were not hired only as Production Operators, but we widened areas of employment (Warehouse – Operators and Employees, Industrialization, Technical Services)

NEXT CHALLENGES – WHAT'S NEXT

- Project implementation in Cosmint
- More focus on Women: support to the SWIM Project, which aims to contribute to the protection of Women/Girls migrant and asylum seeker victims and at risks of Gender Based Violence by addressing some of the most urgent needs identified by current literature and by partners' experience.



SOCIAL ACCOUNTABILITY

Overview 2019



EUROPE

- **WITHOUT BORDER:** 5 HIRED FROM 2018 EDITION AND 9 TEMPS FROM 2019
- **ONE OCEAN FOUNDATION:**

LE AZIENDE PARTNER DELLA SOSTENIBILITÀ DI ONE OCEAN
CHE SUPPORTANO I PROGETTI DELLA FONDAZIONE



BRASIL

Project Contratar Legal
Neighborhoods in Atibaia:

Caetubá
Cerejeiras
Jardim Colonial
Alvinópolis I e II
Jardim Imperial

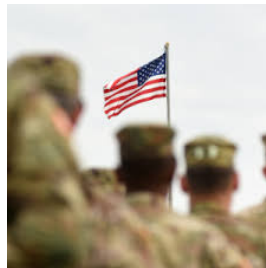


Source:

intercos GROUP

USA

- **VETERANS**



CHINA:

- **VOLUNTEER WORK FOR EMPLOYEES**
- **FUNDING SOCIAL ACTIVITIES IN LESS DEVELOPED AREAS**





SOCIAL ACCOUNTABILITY

Initiatives TO BE

- 3rd edition of ***WITHOUT BORDERS Project (Intercos and launch of 1st edition in Cosmint)***

- **One Ocean Foundation** to help raise public awareness and promote good practices in the use of marine resources.

USA

- Promotion of ESL training for Spanish speaking people.
- Local Veteran support.
- Social activities targeting the local communities

BRAZIL

- Expansion of “Contract Legal” Project to other cities near Atibaia
- Makeup workshops for women undergoing breast cancer treatment in the Atibaia region.

CHINA

- Voluntary Blood Donation in the plants.
- “Friendship Forest”: 100 trees planted to improve the environment and the knowledge of sustainability