

PHILIP MORRIS

CASE STUDY

Firm Name

Philip Morris Italy and Philip Morris Manufacturing & Technology Bologna

Country

Italy

City / Region

Rome, Lazio and Bologna, Emilia Romagna

No. of Employees

> 2.500

Description of the organisation



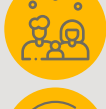

The Philip Morris group is present in Italy with two affiliates. Philip Morris Italy, based in Rome, is the leading tobacco company in Italy and manages the commercialization of Philip Morris International’s brands in the country. Philip Morris Manufacturing & Technology Bologna, based in Bologna, is the multinational’s worldwide center of excellence for staff training, prototyping and large-scale production of smoke-free products. Both affiliates shares a common objective: deliver a smoke-free future.

Workplace Innovation practices implemented

Building a smoke-free future, a future where cigarettes are just a thing of the past, would be impossible without the passion and the competences of people who work every day with Philip Morris. That is why the company is committed to value workforce diversity and promote an inclusive work environment. In 2019, after a deep scrutiny by external auditors, the Philip Morris group has been the first multinational worldwide to be awarded with the Equal Salary certification, which certifies equal pay for equal work between men and women. As part of the wider framework of inclusion policies implemented over the years, the company has adopted a vast plan of corporate benefits, to guarantee working flexibility tools (flexible working hours and smart working) to its people, allowing them to better reconcile private and working life needs. This effort is proved by the Top Employer award, received in 2020 by Philip Morris Italy and Philip Morris Manufacturing & Technology Bologna, respectively for the 11th and 7th year in a row, testifying the excellent working conditions provided by the two affiliates. Following the increasing attention to employees parenthood life, there is MAAM (Maternity As A Master), a program for mothers and fathers designed to transform the educational potential of parenting experience into growth and professional value. In Philip Morris, particular attention is devoted to sustainability with many dedicated initiatives. For instance, Philip Morris Manufacturing & Technology Bologna promoted in 2019 the first intermodal mobility project in Italy according to which, in partnership with public authorities, two new local public transport lines are available to company employees and the general population. In the same year, Philip Morris Italy became plastic free, by eliminating all single-use plastic objects in the office.



Main Achievements

-  First Equal-Salary certified multinational company in the world
Awarded as Top Employers for more than 10 years in a row
-  Wide working flexibility tools (flexible working hours, smart working)
-  Programs to transform parenting experience into growth professional value
-  Many projects to reduce environmental impact (intermodal mobility and plastic free, among others)