
Joint declaration on “Training, Learning and Professional Development”

What is this Joint Declaration about?

This declaration was signed together with the European Works Council on 16th December 2008 and defines guidelines and principles that want to be a support and a point of reference for all strategies, activities and initiatives in the field of Training, Learning and Professional Development in UniCredit Group.

What is its aim?

Its aim is to make the UniCredit training and learning philosophy known and accessible to anyone inside and outside the Group, always respecting the different cultural, social and historical backgrounds of each country where UniCredit is present: one strong belief is that Diversity is one of the main sources of our strengths!

Why is this declaration important?

It is important because is a tangible example of Corporate Social Responsibility and Social Dialogue and translates the values of the Integrity Charter into daily life of all Employees. We strongly believe that developing people is an added value for the success of our Group's strategy!

What is the Managers' Role?

They have to promote company values and facilitate equal training opportunities in developing the potential of each person; in addition they have to support the learning process creating a cascade effect.

How can it be a support for Sustainable Growth?

Because we will invest in constant development of people, based on a close analysis of needs and directed to enrich professional profiles. We will have to encourage mutual commitment, motivation and engagement through sharing knowledge and best practices.

Learning is a permanent experience!