

Italy Benefit Plans & Programs

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INTRODUCTION

The following table provides you an overall picture of the Benefits Framework under different entities in Italy. More detailed site specific benefits defined at local will be presented by your Site HR Partner or recruiter.

- Site-specific summary of Benefits
 - [Bollate](#)
 - [Ospiate](#)
 - [Spinetta](#)

ITALY - COUNTRY BENEFIT PLANS & PROGRAMS - APPLICABLE TO ALL SITES

Benefit type	Benefit description
Lunch/food allowance /tickets/subsidised canteen/ etc.	Meals in the company canteen: cost from 5 to 7,50 €/meals (10% paid by employees). For all employees.
Travel assistance program (road assistance etc.)	EuropAssistance for business travel. For all employees.
Other benefits / perquisites	Benefit Platform available for employees for many different benefits (public transport travel card, voucher for travel and holidays, gift card, shopping and fuel coupons, gym membership...): from 200 to 400 €/employee depending on category. For all employees except Dirigenti.
Company car (may include fuel)	Company Car for all Dirigenti in all Sites and commercial roles according to the local policy. You can read the Company Car Policy here .

ITALY - SITE SPECIFIC BENEFIT PLANS & PROGRAMS

Site	Legal Entity	Benefit type	Benefit description
Bollate	All legal entities	Employee Assistance Program (psychological /legal support/ tax support/ etc.)	Social Assistance. For all employees. Below are some examples of the services employees receive: <ul style="list-style-type: none"> • Contribution checks • Pension calculation • Disability practices • Family support practices.
Bollate	All legal entities	Medical (including dental/optical/ hospitalization/critical illnesses/ etc.)	Company Medical Fund CIAM: reimbursement of medical expenses. For all employees except Dirigenti.
Bollate - Spinetta	All legal entities	Employee Assistance Program (psychological /legal support/ tax support/ etc)	Agreement with a Tax Assistance Center for support to employees: 19,50 € /tax declaration. For all employees.
Bollate - Spinetta	All legal entities	Children related benefits (birth allowances /tuition/ vacation/entertainment/day-care benefits/ etc.)	Summer camps for children from 7 to 13 years: 1.450 €/child. For all employees.
Bollate - Spinetta	All legal entities	Children related benefits (birth allowances /tuition/ vacation/entertainment/day-care benefits/ etc.)	Agreement with nursery taking care of children from 12 to 36 months: 200 € /month and children from 3 to 5 years-old : 85 €/month. For all employees.
Bollate - Spinetta	All legal entities	Other benefits / perquisites	Company support some sport and cultural/tourist activities through a contribution to Recreational Center. For all employees.
Bollate - Spinetta	Syensqo SA - Syensqo Specialty Polymers - Syensqo Chimica It.	Other benefits / perquisites	Bonus for employees who obtain High School Diploma or Degree from 400 to 1.500 € - according local Agreement. For all employees.

Bollate - Spinetta	Syensqo SA - Syensqo Specialty Polymers - Syensqo Chimica It.	Children related benefits (birth allowances /tuition/ vacation/entertainment/day-care benefits/ etc.)	Contribution to the study: Lower middle schools 300 € - High schools from 200 to 600 € - University from 400 to 2.000 € - according Local Agreement. For all employees.
Bollate-Spinetta	All legal entities	Medical (including dental/optical/hospitalization/critical illnesses/ etc.)	Company Medical Fund CIASD: reimbursement of medical expenses. For Dirigenti employees.
Bollate-Spinetta	All legal entities	Post-retirement benefits	Company Medical Fund CIASD: integration of reimbursement of medical expenses paid by FASI. For Dirigenti retired employees.
Ospiate	Syensqo Solutions	Medical (including dental/optical/hospitalization/critical illnesses/ etc.)	Marsh Health Insurance: reimbursement of medical expenses. For Cadre employees.

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