



NEXI^{STEPS}

NEW YEAR 2024 NEWSLETTER



**WE HAVE LOTS OF DREAMS AND PLANS.
LET'S ACHIEVE THEM TOGETHER.**



MILANO - BERGAMO - CROTONE - SESTO SAN GIOVANNI - ROMA

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Another year is over and the festive period is an opportunity for us to take stock for a moment, look back at the path we have travelled and start thinking about the challenges that await us in the new year.

A path of projects, growth, results achieved and challenges for the future, which we will tell you about in this newsletter.

But most of all a path made up of lots of amazing little stories.

Those in which we have all played a key role and which emphasise our positive attitude to our work, to our colleagues and, last but not least, to all of the customers that we support with such enthusiasm and passion.

Stories that have a common denominator: beauty.

A gift that we all give to each other.

A goal we strive for every day.

Because only beauty and charm can help us to grow and achieve new milestones.

And this is our wish to all you, that every moment of your lives is touched and illuminated by beauty. To quote Dino Buzzati:

***“What if it could really happen?
What if the prayer, the letter to Santa Claus,
the quick wish - expressed more for fun
than anything else - was taken seriously?
What if the realms of fable and mystery
were to come true?”***

Happy 2024 to all of you!

Luca Insabato and the Jobcode team.

NEW PARTNERS

New partners and board. We like to think in the plural.

Another professional has followed in the footsteps of Luca Pirola and become part of the JOBCODE company structure. Employment

Consultant **Roberto Trocino**, who has worked with us for years and was involved in the founding and development of the Petilia Policastro site, became a partner in January 2024.

This latest development sees us continue to strengthen the company structure and its character as a Società tra Professionisti (licensed professional entity), pursuing our goal of offering increasingly cutting-edge services but with a tailored and professional approach to the customer.

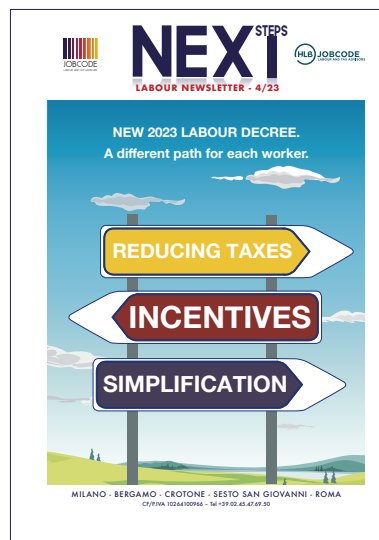
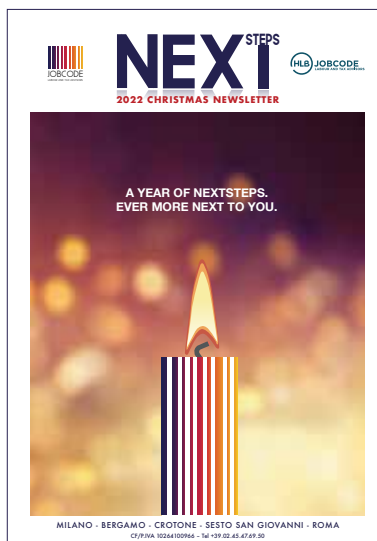
The start of the new year was also an opportunity to expand the Board of Directors with the appointment of **Stefano Gheno**.

Occupational psychologist, lecturer at Cattolica University and expert in empowerment, resilience and wellbeing in work organisations, most of all Stefano has been a friend and travel companion of JOBCODE since the outset.



For many years he has specialised in organisational development and human capital as well as the wellbeing of people and businesses, and will continue to do so as staff welfare director. Because the welfare of workers is a key cornerstone deserving of particular attention which Stefano will help us to further develop.

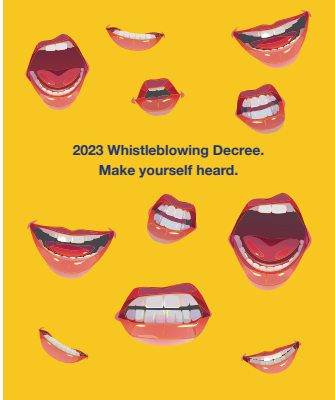
NEWSLETTER

Newsletter: Another year of NEXTSTEPS...





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LABOUR NEWSLETTER - 5/23



**2023 Whistleblowing Decree.
Make yourself heard.**



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LABOUR NEWSLETTER - 6/23



**Ready, steady, go.
Labour reform in sport gets going.**

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LABOUR NEWSLETTER - 7/23



**INJURIES AT SCHOOL:
INSURANCE
COVERAGE EXTENDED.**

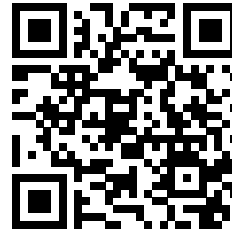
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NEWS

New website and refurbished offices.

This year will begin with a major new development: a more stylish, more accessible and more immediate website. A new interface for us to communicate who we are.

Check out a preview here!



<https://player.vimeo.com/video/900856669?h=183a595519>

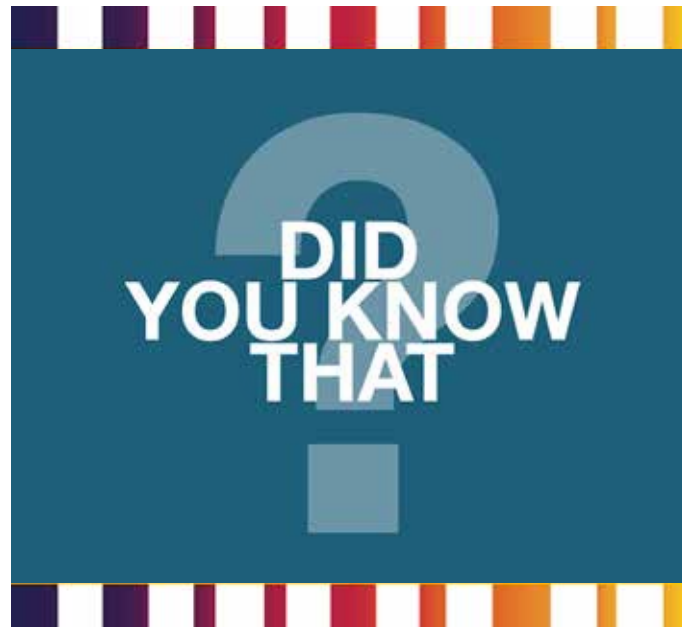
In addition to the website we are also refurbishing our offices so we can improve the efficiency and organisation of our work, prioritising cooperation and precision. For the benefit of both our collaborators and customers. And with the focus on beauty, which shapes and informs our working method.



NEWS

Did you know that?

Is our immediate, clear and simple format for the information - including the latest news - on our LinkedIn page.
Follow us!



<https://www.linkedin.com/company/jobcode-hlbinternational/posts/?feedView=all&viewAsMember=true>

<https://www.linkedin.com/company/hlb-jobcode-srl/posts/?feedView=all&viewAsMember=true>

GENDER EQUALITY CERTIFICATION

Black on white. Our commitment is certified.

Everybody is important for JOBCODE. We are all the same yet we are all different and for us everyone is important in their own unique way.

This is why we have always been committed to promoting people, without distinction.

In order to put this philosophy into action we decided to undergo an external audit, receiving gender equality certification, recently introduced by law.

This certification, of which we are very proud, is not a point of arrival but another step on a path that involves our company, our collaborators, but also all our customers, partners and friends.

Because equality begins with a friendly attitude towards our neighbour, without prejudices or distinctions of any type.



We are also continuing our work to obtain ISAE3402 certification, which will see the light at the start of 2024.
Stay tuned!

PARTNERSHIP

Jobcode and Zucchetti: a consolidated partnership.

We are proud to confirm that this year we are also a certified “service partner” of Zucchetti.

A partnership that strengthens our expertise and our relationship with Zucchetti in order to guarantee our customers increasingly professional and technologically advanced support in the management of payroll and HR office solutions.

As ever, our aim is to guarantee our customers increasing levels of expertise and added value.



CYBER SECURITY

Cyber security.

A good job well done must always take account of data security.

For this reason we have invested, and will continue to invest, in cutting-edge cyber security tools.

We have put our trust in Google and Aruba to guarantee the security of the data we manage, but also high levels of business continuity.

In 2023 we successfully passed the simulation of a Penetration test. We will continue to invest in security instruments and training for our staff.

SOCIAL RESPONSIBILITY

Adopt a beehive, adopt the planet. And now also a wood!

Conscious of the positive impact that businesses can have in addressing the major challenges imposed by climate change, once again this year Jobcode decided to contribute to the 3Bee project by adopting two beehives.

And as if that wasn't enough, Jobcode also decided to help support a nectar wood in Lombardy.

The beehive and the wood symbolise our working method, everyone cooperating freely, each with their own role and style but with a single goal.

Only through teamwork and strong team spirit is it possible to grow together



You can see our beehives here.



WE AND THE WORLD

Taking our world to heart.

As was the case with Ukraine, we have all been shaken by the situation in Palestine.

We feel a strong sense of solidarity with those who are less fortunate than us and therefore decided to launch a project to support the people involved in this disastrous new war which is claiming many lives on both the Israeli and Palestinian sides.

The project involved supporting the initiatives of the Pro Terra Sancta (<https://www.proterrasancta.org/it/>) NGO, a customer of ours which for many years has promoted and carried out projects to support local communities and provide humanitarian assistance in Palestine.

For every euro donated by our collaborators our company has donated two. Because as a global company we are interested in everything that happens in the world.



CHRISTMAS DINNER

Christmas Dinner at Piazza dei Mestieri. For sharing wishes full of beauty.

On December 14, we gathered with all the employees and collaborators of Jobcode to take stock of the past year together and exchange Christmas greetings.

Our Christmas dinner was a moment to recognize that the beauty and enthusiasm that bind us are gifts every day.

We celebrated at Piazza dei Mestieri, a place that holds significance for us as it embraces work and life with a positive perspective, mirroring our own approach.

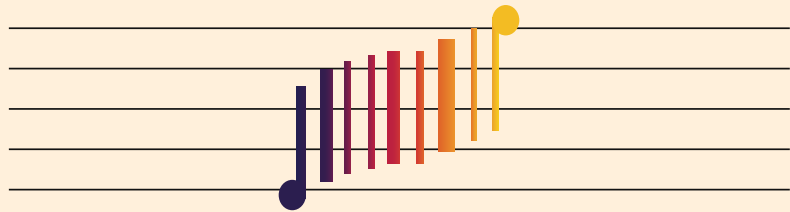


BEAUTY

Let's go to La Scala. Time to get dressed up.

As in previous years, as corporate season ticket holders we will once again have a box at the Teatro alla Scala of Milan, enabling us to share the beauty of the opera with friends, collaborators and customers and support this valuable Milanese and global institution. Get dressed up, soon you'll be coming with us!

<https://www.teatroallascala.org/it/le-aziende-e-il-teatro/hanno-scelto-scala/abbonamenti-corporate.html>



2024: A STAGE AT "LA SCALA" IN MILAN.



BEAUTY

Neapolitan nativity scene.

For us at Jobcode, beauty also lies in the little things. Our new Neapolitan nativity scene embodies our attention to detail, the value of human warmth and the importance of seeing the bigger picture.

And it is also a way of wishing you a happy festive season and a prosperous new year.



E se invece venisse per davvero?
Se la preghiera, la letterina, il desiderio
espresso così, più che altro per gioco
venisse preso sul serio?
Se il regno della fiaba e del mistero
si avverasse?

(Dino Buzzati)



Wishing you a sweet 2024.