



NEXI^{STEPS}



CHRISTMAS 2024 NEWSLETTER

**The past year has been full of satisfaction.
Let us write the next chapters together.**



MILANO - BERGAMO - CROTONE - SESTO SAN GIOVANNI - ROMA

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We are living in a remarkable period, unprecedented in some respects. The era of “glorious and progressive prospects” has gone, although some of us can remember those times up until the early 1980s. Yet, it is also not a full-blown crisis in the strict sense. It is a time defined by uncertainty on all levels, from macroeconomic and political to personal and professional. Everything is in flux, with certainties few and far between.

As we make our way through such uncertain waters, we are often tempted to embrace “easy” and conservative solutions. Yet, even in the best cases, such solutions merely skim the surface and, all too often, end up driving us into the safety of our own small safe haven.

In the workplace, this context is particularly evident and poses real challenges. The only usable criteria seem to be numbers and results, which are a long-standing, over-relied-upon conservative refuge. Numbers and results have apparently become the sole drivers of success and the only means of survival in tricky times. They are like a totem that we aim for and hang onto, but in doing so we sink deeper into the quicksand.

But, looking slightly deeper, it already becomes apparent that reality is quite different.

Over the last five years, Jobcode has been on a critical journey. The route we have taken cannot simply be explained by the philosophy of numbers. Its foundations lie elsewhere, in the people who are part of the Jobcode world.

The video we posted on our new site clearly shows our motto is “We are Jobcode.” That “we” is fundamental, because without it there would be no Jobcode or the positive outcomes we have achieved.

The challenge we are tackling is to ensure we work with people, colleagues, customers and

suppliers using the uniqueness that is in each person's heart as the starting point. Appreciating and focusing on the "other" is the only way to live and work well.

This explains why, in the video, "We are Jobcode" is combined with "You are welcome", because without "you", the "we" loses meaning. It is only by truly understanding the heart of each individual that genuine relationships become possible, even in the workplace.

As Pope Francis recently reminded us:

***"Yet living as we do
in an age of superficiality,
rushing frenetically from one
thing to another without really
knowing why, and ending up
as insatiable consumers
and slaves to the mechanisms of a
market unconcerned about the
deeper meaning of our lives,
all of us need to rediscover
the importance of the heart"***

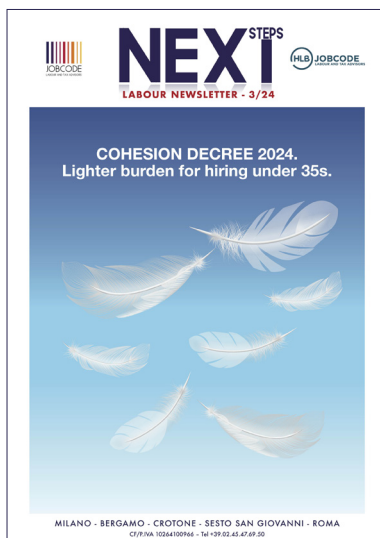
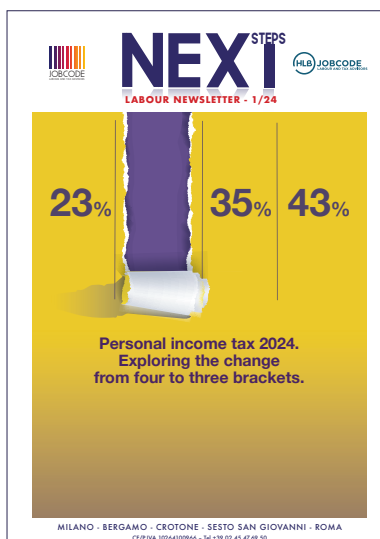
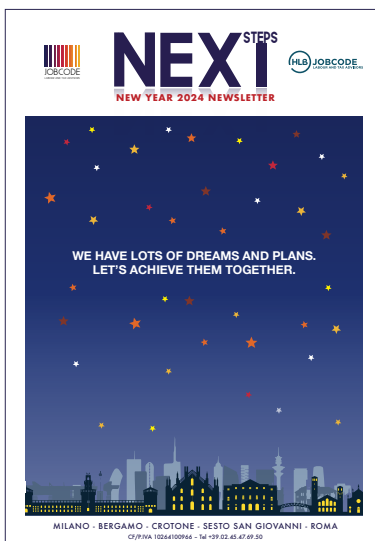
***Dilexit Nos - "Encyclical Letter on the Human and Divine Love of the Heart
of Jesus Christ"***

Merry Christmas and a wonderful start to 2025!

Luca Insabato and the Jobcode team.

NEWSLETTER

Newsletters: Another year of Nextsteps...





NEXI ^{STEPS}



LABOUR NEWSLETTER - 5/24



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NEW SERVICES

Pension Service.

In a rapidly changing world, we have chosen to use our dedication and expertise to shape the future.

With this in mind, we are pleased to introduce **FutYOUre**, a retirement planning service that places the individual at the centre of every decision.

We focus on listening carefully to a person's varied needs and expectations to provide reliable, customised solutions.

Our agreement with the patronage organisation EPACA means we can offer:

- Personalised retirement and welfare consulting
- Pension calculations and benefit projections
- Support with pension applications
- Assistance with buyback, transfer and contribution totalisation processes

... and much more.

Using strategic planning, we are ready to guide you through the complex world of regulations so that, together, we can decide on the best pathway for you to ensure a peaceful and secure future.

Your future?

Begin now and, with us, you will always be at the centre.

FUT YOU RE



Welfare and pension consultancy
putting you at the centre of your future.

New website online.

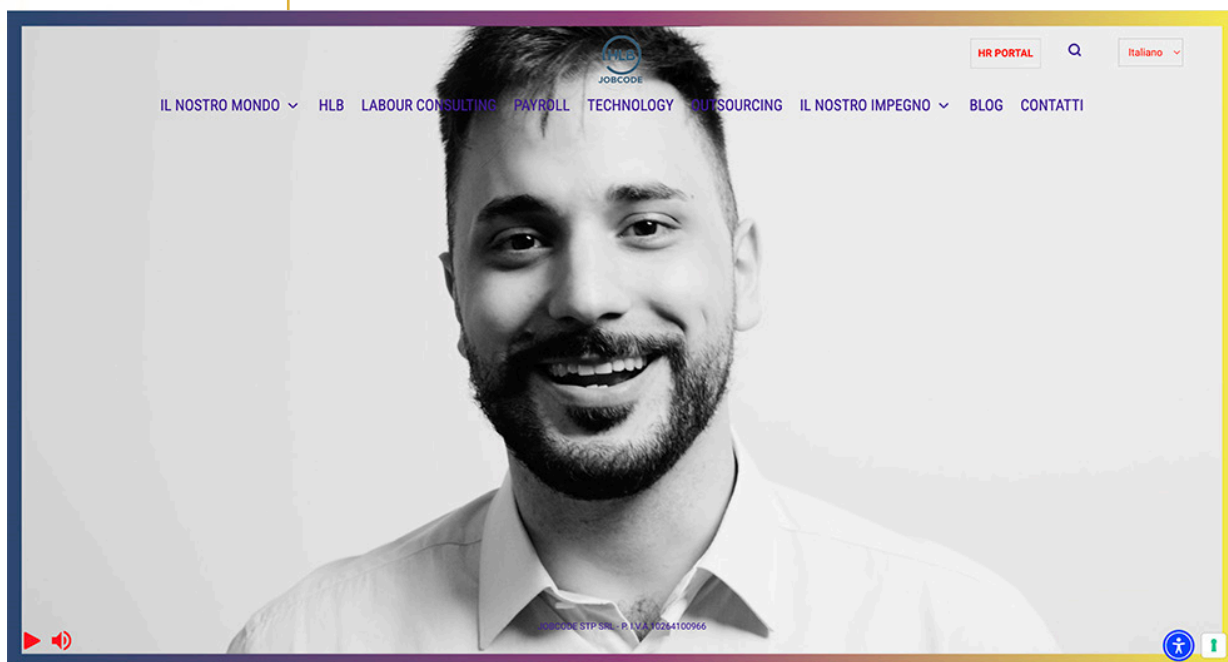
We are thrilled to announce that our new website, including a dedicated blog, is finally live!

www.jobcodehr.com

Faces, words, expertise—our professionalism also shines through online. The digital experience is designed to truly echo our company's values: professionalism, transparency and, above all, a passion for what we do.

Our web pages offer a way to discover the complete array of solution we provide, designed to meet our clients' needs using a dedicated, bespoke approach.

Plus, our blog provides a channel to keep you up-to-date with the latest news and developments.



COMMITMENT TO QUALITY

HLB conference.

Even before Jobcode was incorporated, its founders were actively involved in the HLB Network and now the company is a fully-fledged partner.

HLB International, the eighth-largest global network, has partners in every country and fosters international business relations. The network firmly believes that greater global engagement is key to providing clients with optimal services and growing as an organisation firmly rooted in the local context.

In 2024, we took part in the main initiatives promoted by the network, including:

- The European Annual Conference, which was held in Brussels in January
- The annual HLB Advisory – Tax – Audit Conference, which was held in Prague in July
- The HLB Global Summit 2024, which was held in Vancouver in October



COMMITMENT TO QUALITY

Such events have also provided an invaluable opportunity to interact with distinguished speakers and true experts on the future of different professions, gain fresh insights into possible avenues for growth and build connections with trusted international partners.

In 2025, we will be just as committed to this network, actively attending the conferences and tackling the new challenges ahead.



HLB SPORTS FESTIVAL

HLB sports festival.

Being part of the HLB Network provides plenty of opportunities for serious work and learning, but it also offers moments that are more light-hearted, including moments to build lasting friendships with colleagues from across the globe. One such highlight is the annual HLB Sports Festival.

In the beautiful setting of San Sebastian (or Donostia, as our Basque friends would say), we had a fantastic time competing in a five-a-side football tournament, facing off against teams from all over Europe and ending the day with some excellent local cider.



HLB SPORTS FESTIVAL

The wonderful nature of such events inspired us to nominate Milan as the host city for the HLB SPORTS FESTIVAL 2025, which will be held in September.

Stay tuned for the latest updates!



PARTNERSHIP

Jobcode and Zucchetti: a solid connection.

We are proud to confirm that, once again this year, we are a certified service partner of Zucchetti, a leader in HR management software.

This partnership not only extends our range of expertise, but also strengthens our relationship with Zucchetti, driving us to harness the full potential of all the available technology to improve the quality of our work, offer new services and streamline processes.

As always, we remain committed to delivering increasing professionalism and added value for our clients.



CERTIFICATION

ISAE 3402.

JOBCODE STP SRL and HLB JOBCODE SRL SOCIETÀ BENEFIT obtained ISAE 3402 - Type II certification. This achievement is a significant milestone for our company and positively impacts the payroll outsourcing services we provide.

ISAE 3402 - Type II certification is internationally recognised and certifies the robustness of a service company's internal controls and processes. In short, it proves our operations meet the highest quality and security standards. It not only guarantees the transparency and reliability of our services, but also underscores our unwavering commitment to regulatory compliance and protecting your sensitive data.

Looking ahead, the challenge will be to continue to adhere to these standards in an environment where technology, workforce dynamics and services are constantly changing.



US

Commitment to our world.

It is the small things that make the difference.

Every detail counts and we work hard to create an environment that not only places importance on the work done, but also foregrounds the people who do the work.

Such an approach was behind the decision to have customised coffee cups that reflect our identity and foster a sense of community and belonging.

This small gesture is also a demonstration of our commitment to the environment as it reduces plastic consumption. Plus, we have recently renovated the break area so everyone can enjoy a cup of excellent LaCimbali coffee in a lovely, calm atmosphere.

The space was reconceived to inspire creativity, energy and well-being.



US

Healthcare policy.

Our commitment to our staff's well-being specifically includes their health. In 2024, we worked with the insurance firm Generali to offer all our employees with at least two years of service a health policy that provides increasing coverage and reimbursements the longer they are with the company.

This is not merely about employee loyalty as it also safeguards their health, promotes preventative healthcare and supports them during challenging times, all while also respecting their privacy.

US

Christmas Dinner at Piazza dei Mestieri. A time to exchange wishes filled with joy and beauty.

On 19 December, Jobcode staff came together to celebrate the successes of the past year and begin looking at the challenges of 2025.

It was truly enjoyable to meet up in person and exchange Christmas greetings, especially as it was a reminder of the incredible people who make Jobcode what it is.

As in previous years, we celebrated at Piazza dei Mestieri, dining in the restaurant run by students from the vocational training centre. The dinner provided a special opportunity to support and learn about a programme that equips young people—often from challenging backgrounds or after dropping out of school—with valuable skills.



WORLD AROUND US

Renewed gender parity and support for a cooperative.

Our commitment to people and our belief that each of our employees, clients and partners brings value through their diversity and uniqueness mean we find all forms of discrimination abhorrent.

To avoid unwittingly being in an echo chamber, we put ourselves to the test under the eyes of an external certification body, earning gender equality certification in 2023.

We are pleased to report that this certification was confirmed during the November 2024 audit. We are truly proud of this achievement, but it is not an endpoint, merely a meaningful step forward in a journey that involves our company, our staff and everyone we work with—clients, partners and friends alike.

As part of our gender equality policies, we are honoured to actively support COOPERATIVA MARTINENGO,

<https://www.cooperativamartinengo.it/coopm/>

particularly the Supporto Donna project.

When women from struggling families feel supported, they are more confident to tackle everyday tasks and are often able to re-enter the workforce, becoming increasingly self-reliant.

Cooperativa Martinengo operates in one of Milan's most challenging neighbourhoods, Corvetto. Having partnered with them for many years (they are also our clients), we are convinced of the importance of supporting their vital work.

Our modest contribution helps us reflect on the progress we've made and look at the future with greater serenity.

SOCIAL RESPONSIBILITY

Adopt a beehive, adopt a forest, adopt our planet!

Jobcode continues to place importance on people—its staff, clients and partners, especially—and this naturally extends to the surrounding environment. In this light, we once again joined the 3Bee initiative by adopting two hives in Calabria and supporting a nectar-producing forest in Lombardy.

The beehive and the forest symbolise how we work: everyone collaborates freely, each with their own role and style, but with a common purpose.

Only through a truly close-knit team can we grow together.



BEAUTY

Heading to La Scala. Looking good.

Since the 2021/2022 season, we have proudly been Corporate Subscribers of Milan's La Scala Opera House.

The 2024/2025 season promises to be just as prestigious, featuring world-class artists and one of the best orchestras in the world. This year, we have once again chosen to support La Scala's artistic and cultural initiatives, sharing its allure, rich history and profound cultural vitality with our staff and clients.

Truly magical evenings in a Milan that feels timeless.

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



SUPPORT

Humanitarian crisis in the Middle East.

Once again, this year, as we celebrate the Christmas season—a time that always makes us stop and reflect—we are pleased to tell you about a gesture of solidarity. This is not as an end in itself, but as a way to lift our gaze and challenge ourselves to look deeply within and at the world around us. It is important to affirm that we have a heart and that our heart coexists with others, helping it to be a “you”.

We believe that working together we cannot ignore this, all while respecting the true freedom of each individual. It is an opportunity to broaden our outlook and see both our own hearts and those of others. Sadly, this is driven by the many painful situations affecting thousands of people around the world.


As such, as we did last year, Jobcode is supporting an initiative by Associazione Pro Terra Sancta

<https://www.proterrasancta.org/it>

(our client and NGO), which is working to ensure access to essential emergency services in Lebanon, a region deeply impacted by ongoing conflict.

These are people we may never meet, living in difficult circumstances, but who share the same hearts and the same desires as we do.

PRO
TERRA
SANCTA



“Yet living as we do
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knowing why, and ending up as
insatiable consumers
and slaves to the mechanisms of a
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deeper meaning of our lives,
all of us need to rediscover
the importance of the heart”



Pope Francis

Dilexit Nos

Encyclical Letter on the Human and Divine Love of the Heart of Jesus Christ

Holy Christmas 2024. Light up your heart.

Wishing you a Merry Christmas and a Happy New Year from all of us at JOB CODE.

