



# Joint Statement of Unicredit EWC and TUA

The UEWC Select Committee met the Unicredit CEO Mr. Andrea Orcel last Friday 30th April.

The meeting was the occasion for the **Workers' representatives** of the Group to reaffirm the importance, centrality and added value of the Employees of Unicredit.

The request to the new CEO is for a future of soundness and growth for the Group, either built on effective new technologies, but that must be **supported by a strong presence of branches in the territories**, and specially on the strength of Unicredit People, who have always provided extraordinary commitment and strategic added value.

We call for a **Just Transition** where more digitalization does not absolutely mean more redundancies or outsourcing, that we will strongly oppose!

Just the opposite: new technologies are meant to improve working conditions and the quality of customer service.

Unicredit employees have already paid a very high price along the last industrial plans: redundancies, increased workloads and worsening working conditions compared to increasingly higher targets, often impossible to achieve, and lower bonuses.

Employees deserve more **Equity** and **Support!**

We call for **Sustainability and Participation** to be high in the strategic agenda of Unicredit at all levels!

We reaffirm the crucial role of banks in the economy and their even larger scope in the society as a whole: the long term success of a bank is strictly linked to company's long term sustainable results, for the Group's sake, the one of its People and its stakeholders too.

**Mr. Orcel's** first words have focused on the need of a flexible organizational model with more responsibility at country level and at territorial level to better meet the clients' expectations and better provide them with a quality service.

The goal is the reduction of internal complexity and decision levels, an organic growth furthermore accompanied by costs' monitoring, but above all growing profits: to do this he believes it's necessary to restore trust in the front line.

His further will is to build a strongly committed new team where Employees and Managers are expected to contribute, suggest and participate because the challenges ahead require a strong cohesion at all levels.

Unicredit has a tradition of strong and proactive **Social Dialogue** with Workers' representatives at transnational level: a Social Dialogue built up to secure collective rights and improve working conditions to the benefit of Group's employees and the Group itself.

We expect the new Ceo to give further input to this joint action: in this respect goes our request of his participation in the EWC ordinary meetings in continuity with the past story of the EWC.

To this regard, Mr. Orcel did confirm his will to an open dialogue with Workers' representatives.

The UEWC Select Committee will follow the first decisions of the new CEO very closely in full cooperation with the UNI Global Union Trade Union Alliance and the national Trade Unions!

May 2021

**UNICREDIT EUROPEAN WORKS COUNCIL  
SELECT COMMITTEE**

**UNI GLOBAL UNION  
TRADE UNION ALLIANCE**