



Nice

Nice To Meet You

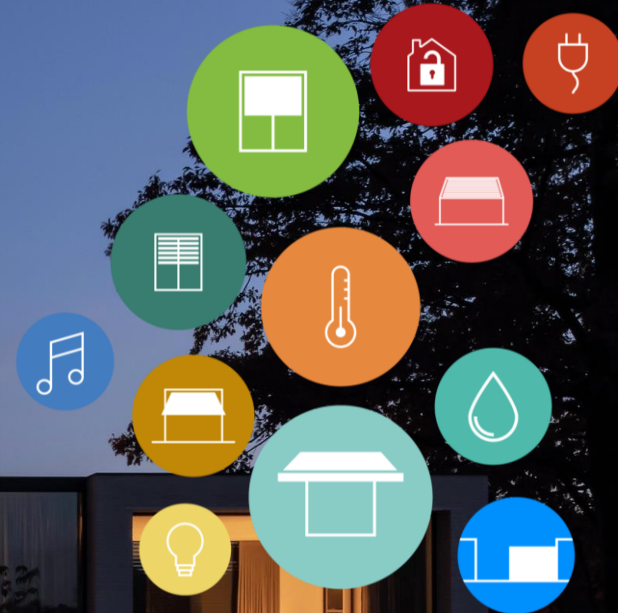
Creare una cultura aziendale condivisa grazie alla comunicazione interna

Nice

We are Nice

Nice

We are Nice

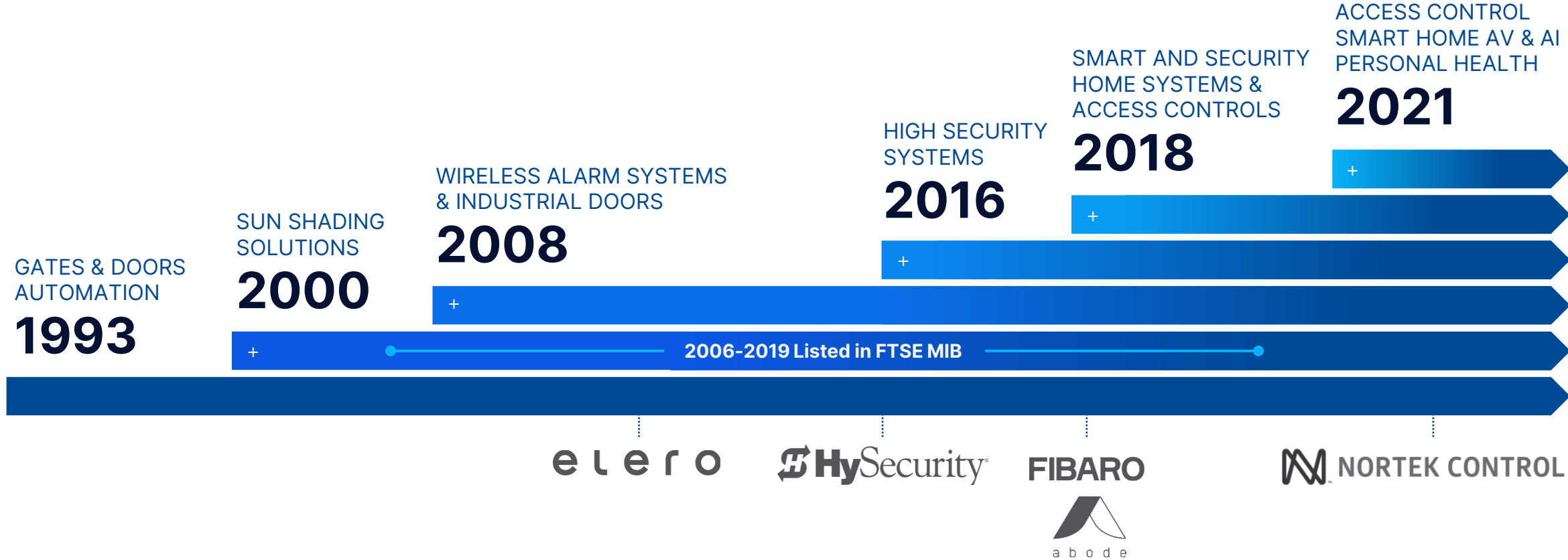


Solutions for Home and Building Management

Nice offers innovative and smart control units and devices and guarantees an easy integration with over 3000 third party devices and the most used protocols in the Home & Building Automation industry.

Company Overview

Stronger together, as one company



Nice

Company Overview

The Nice World



Nice HQ
Italy

DIRECT PRESENCE COUNTRIES

28

Australia
Belgium
Brazil
Canada
China
France
Germany
India
Italy
Morocco
Poland
Portugal
Romania
Russia
Singapore
South Africa
Spain
Sweden
Tunisia
Turkey
UAE
UK
USA

INDUSTRIAL PLANTS

13

Australia
Brazil
Canada
Germany
Italy
Poland
South Africa
USA

CENTRES FOR TECHNOLOGY

21

USA
Canada
Brazil
Italy
Poland
Germany
Russia
China
India
South Africa
Australia

Nice

Company Overview

A world made of Nice People

~ 2.800 Nice People

Female presence **32%** (group)

More than **40 Nationalities**

52%

Europe

35%

Americas

13%

Rest of
the world



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Our Internal Communication Strategy

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Internal Communication

How it came to be...

- Born in the Victorian era during the Industrial revolutions with bulletins
- A way to keep everybody **informed**, and aware of what the company is doing
- A way to share know-how, achievements, and ideas
- It usually had a **top-down approach**

...To what it has become

- A **two-way type of communication**
- A means to create **engagement** and to keep employees' **motivation**, involvement, and retention high
- A tool to share and **build** common goals together, enabling change
- A way to enhance the **value** of the company and co-create its **culture**
- The lines between external and internal communication have blurred and not it covers other topics such as **wellbeing, ESG and DEI**

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Internal Communication

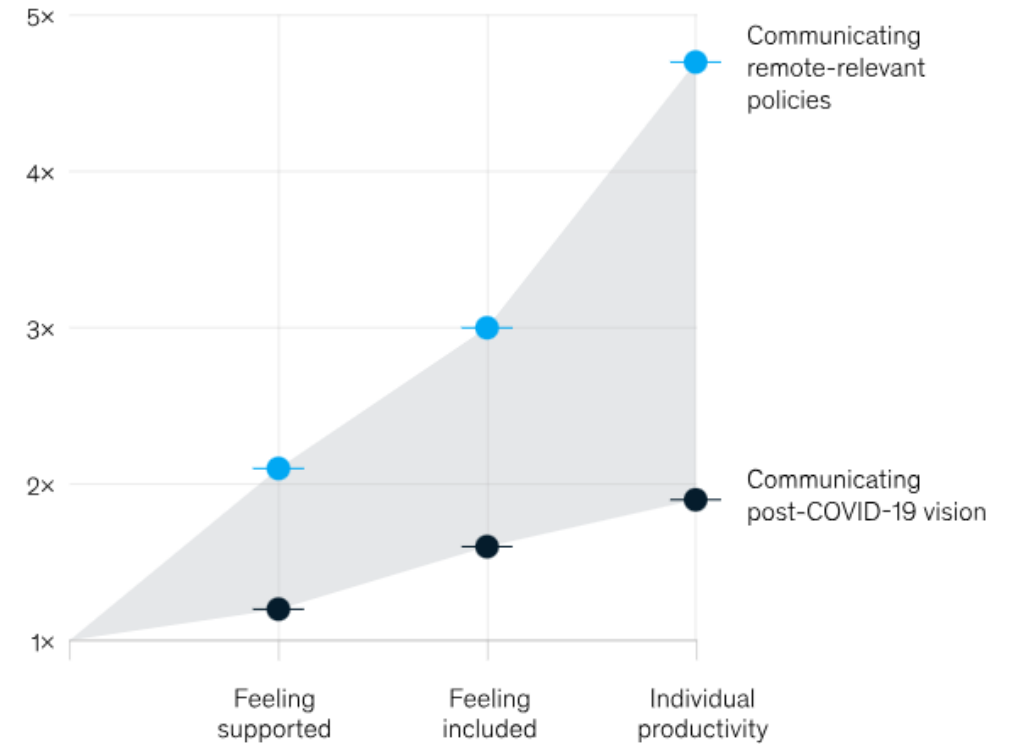
Why?

It is **what employees need**:

- After the pandemic, people needed reassurance and guidance
- They wanted to feel supported and included (and not just informed) and this makes them x 5 more productive

Organizations with clearer communication are seeing benefits to employee well-being and productivity.

Importance of communicating vision and policies on productivity, support, and inclusion, impact multiples



Note: All analyses conducted while controlling for all other predictors, region, industry, company size, job level, age, gender, and parental status (n = 4,854–5,043).
Source: Reimagine Work: Employee Survey (Dec 2020–Jan 2021, n = 5,043 full-time employees who work in corporate or government settings)

McKinsey
& Company

Internal Communication

Why?

It is a way for the company to capture **money value at stake** from potential disengagement:

- Internal Communication can tackle most of the drivers of disengagement
- Enhancing employee’s motivation, vision, collaboration and well-being are crucial components for sustained organizational performance

Drivers of disengagement and their relative contribution to disengagement cost,¹ %



Note: Scenario assumes 10% attrition and 56% disengagement annually. Estimate based on median S&P 500 size (19,900 employees) and salary (\$71,936). Figures do not sum to 100%, because of rounding.
¹Disengagement costs are calculated as the loss of perceived productivity resulting from the proportion of workers reporting low and moderate levels of satisfaction. The relative contribution of the factors to disengagement costs are based on ratings from currently employed workers who report planning to stay at their jobs (n = 9,305).

Main Activities



Engages and Motivates

- Regular updates
- Team Buildings
- Phygital Initiatives
- New Networks

Creates culture

- Leadership Meetings
- Training
- Provide representation
- Suggestion System

Cares

- Wellbeing Campaigns
- DEI strategy and policies
- Flexibility
- CSR

Listens

- Two-way communication
- Surveys & Feedback Forms

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Our Digital Hub for Internal Communication

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The Daily Wonder

We launched a revamped platform that was:

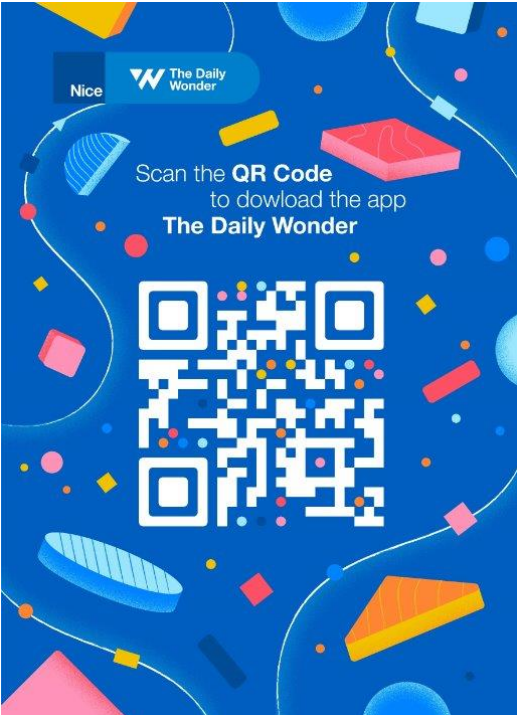
- Mobile friendly and able to reach everybody in the organization (country and employee category-wise)
- Easy to use
- With plenty of tools and ways to make people interact

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It needs to simplify your current tools' environment



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Launch and Engagement Campaign

The money for the implementation of the platform would be wasted if we don't educate and promote the use of the new tool.

What if we match the desire to **discover the new TDW**, the personal urge that we all have to **be meaningful in the society** we live in, and the possibility to contribute to the achievement of the **company's ESG KPIs**?


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A purpose-driven campaign: Play Nice, a Charity Race

Goal:

The campaign is designed to **increase the use and value** of The DailyWonder, reach everybody in the organization and make them contribute to the corporate culture, engage the public in a charitable game with an international and valuable partnership with UNICEF.

 The Daily Wonder

 Play Nice - Charity Race

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Results

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+100% USERS

1592 registered users, almost
60% of the population

+43% VISITS

34.195 visits in the last 6 months

+964% POSTS

282 New Posts in 6 months
compared to 53 articles in a year



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**Thank You.
It's Nice**

www.niceforyou.com