

# AdessoBanca! MANIFESTO



FOR A SUSTAINABLE AND SOCIALLY RESPONSIBLE BANK SECTOR

A SIX GOALS CAMPAIGN LAUNCHED BY CISL AND FIRST CISL FOR A BANK SERVING THE REAL ECONOMY, A SUSTAINABLE ECONOMIC DEVELOPMENT, SAVINGS, INVESTMENTS, WORKERS AND PROFESSIONALITY

## **01 FAIR GOVERNANCE: To give banks back to citizens**

Fiscal Incentives for Long Term Investments in banks' capital.  
Voting Trust of small shareholders finalized to Social Objectives.  
Employees' representatives in Supervisory Boards.

## **02 FAIR COMMERCIAL POLICIES and Financial Education**

Employees' and Consumers' representatives in bank's Compliance structures.  
Joint Commissions (Employees and Employers) at company level to monitor Commercial Policies and Incentives Systems.  
Financial basic Training Courses offered by the banks to Consumers.

## **03 PROTECTION OF RETAIL SAVERS: One MiFID one profile**

Definition of a single MiFID Questionnaire template for every Citizen, managed by the National Financial Authority, to be adopted by all the banks.  
The National Financial Authority to monitor MiFID profiles and the level of risk of Financial Products.  
Ban of short term selling Campaigns for Financial Products.

## **04 NON PERFORMING LOANS: The management of NPLs must be finalized to the recovery of firms, avoiding speculation to the detriment of banks and retail savers**

Fiscal incentives to encourage the fair management of NPLs by Companies established by various stakeholders of the Banking System, including Employees, acquiring NPLs at book value.  
Bank Sector Collective Agreement always applied to Employees even when NPLs are sold outside the sector perimeter.

## **05 TOP MANAGERS: At the root of the problem**

Limit to banks' Top Managers Remuneration and Bonuses.  
One third (at least) of Top Managers total Remuneration to be linked to Social Objectives.  
Variable pay to be linked to Medium - Long Term Objectives.  
Joint Commission at company level to monitor Top Managers' Remuneration Policies and report to the shareholders' General Assembly.

## **06 INTRODUCTION OF THE SPECIFIC CRIME OF 'BANK DISASTER': To further protect the interests and rights of retail savers**

Aggravated penalties for Top Managers responsible of damages to the Employment and the Financial System.  
Creation of a Prosecutor's office dedicated to Financial Crimes.

[www.adessobanca.it](http://www.adessobanca.it)