



Human Resources Policy

As a general rule, we stimulate the recruitment of Canarian staff, if possible, residents in the area where the complexes are located, in order to perform a more flexible schedule, while gaining closeness and reducing the inconveniences of coming from distant areas. In this way, we support the social development of the area, becoming a local employment creation tool.

We strictly respect labor regulations and assume a code of good practices

- Rejection of any type of harassment at work
- Rejection of any sex, race or nationality discrimination.
- Respect for the dignity of people at the workplace.
- Recognition of individual merit and reward for the well done work.
- Empowerment of a pleasant working atmosphere.
- Continuous training plans for professional development of our staff while completing their qualification as part of our team.
- Strict compliance with the Prevention of Occupational Risks legislation. Active participation of the entire company in the culture of prevention and constant support training.

In compliance with the **General Disability Law**, we work with Special Employment Centers that help us in the selection of personnel with functional diversity, which is integrated into our work team adapting the position to their personal needs.

In addition, in compliance with the **Organic Law 3/2007, of March 22, for the effective equality of women and men**, we favor employment policies of equality in access to employment and hiring, equality in professional classification, promotion and training, equality in remuneration, measures to organize working time - reconciliation of personal, family and work life and prevention of sexual harassment and discrimination.