



4.3. Relations with employees

Respect between people

At DERCOSA, the management of human resources and relation between employees are always based on respect for dignity. The company expressly forbids the abuse of authority and any type of harassment, whether physical, psychological or moral, as well as any other negative conduct. All DERCOSA employees must treat each other in a respectful and professional manner to create a pleasant, rewarding and safe work environment that encourages people to do their best. In the same way, relationships between DERCOSA employees and the collaborating companies will be based on the same criteria.

The Company expressly forbids the use of alcohol and illegal substances which can inhibit their professional responsibilities. Smoking in company premises is totally forbidden.

DERCOSA employees have employment contracts. The Code is also applied to suppliers, contractors and other collaborating companies to avoid cases in which workers work irregularly.

Professional development, equal opportunities and non-discrimination

DERCOSA guarantees equal opportunities and is committed to help its employees develop professionally and personally. DERCOSA does not tolerate any type of discrimination based on gender, race, sexual orientation, religion, political opinions, nationality, disability or any other circumstance that could be a source of discrimination.

The selection and promotion in DERCOSA will always be based on merit and on objective and transparent circumstances. DERCOSA employees will know the methodologies and procedures used for professional development in the company. DERCOSA is also committed to providing methods to contribute to the learning and updating their knowledge in order to improve the DERCOSA team.

Moreover, DERCOSA knows the importance of the balance between personal and professional life for personal growth and the collective well-being. DERCOSA will promote actions to help its employees reach that balance.

Teamwork, collaboration and dedication

DERCOSA considers that collaboration, teamwork and synergies are requirements to achieve its objectives and to make the most of its capabilities, resources and the diversity of knowledge. For that reason, DERCOSA promotes collaboration between people to achieve a better communication between sectors inside the company. All employees must