

Human Rights Policy

1. No discrimination directly or indirectly in selection processes, or once employed, for reasons of sex, marital status, age within the limits set by the law, racial or ethnic origin, social status, religion or beliefs, political ideas, guidance sexual, affiliation or not a union, and for reasons of language. Candidates may not be discriminated against on grounds of disability, provided that they are able to fit to perform the work or job in question.
2. Support freedom of unionization of workers and the recognition of the right of collective bargaining.
3. Respect for their privacy and due consideration for their dignity, including protection against verbal and physical offenses of a sexual nature and against harassment on grounds of racial or ethnic origin, religion or belief, disability, age or sexual orientation.
4. Ensure monthly salary payments with equal pay for equal work for all share-based collective wage agreements in force.
5. Regulatory provisions, clauses in collective agreements, individual agreements, and unilateral decisions by employers, which involve direct or adverse indirect discrimination on grounds of age or disability or favorable or adverse in employment, as well as in the matter of pay, hours and other working conditions for reasons of sex, origin, including racial or ethnic origin, marital status, social status, religion or beliefs, political ideas, sexual orientation, union membership or not their agreements and language will be considered null and void.
Decisions by employers involving unfavorable treatment of workers as a reaction to a complaint within the undertaking or to any legal proceedings aimed at enforcing compliance with the principle of equal treatment and non-discrimination will also be void.
6. Support the eradication of child labor.
7. Promote training and internal promotions with equal opportunity for all.
8. Maintain Environmental Sustainability policies aimed at improving the conduct in relation to society, the good treatment of employees and the environment.
9. Commit to providing a safe working environment to employees, fulfilling the requirements of the prevention service and have a plan of protection and safety instructions and training prevention of occupational hazards, machinery and first aid.
10. Promote internally and externally to all staff, partners and other interested parties the policy of protecting human rights.