# Compensation policy

## Introduction

WeDo shares its compensation philosophy with employees, to help them understand the “why” behind company decisions and also to show WeDo’s engagement with equality.
As part as our professional classification and remuneration policy, we establish a range of supplements, incentives and other benefits and perceptions, that can be either part of the salary or an extra-salary in accordance with the professional classification system and regardless of sex, sexual condition, gender, age, race, or religion. It considers terms agreed in the labor contract and the professional evolution of the person in our organization.

In our remuneration policy, we have three main economic compensations:
1) the one corresponding to extraordinary payments, which are prorated
2) a complement voluntarily established by the company on individual terms, based on the achievement of predefined objective criteria with which, in many cases, the base salary established by agreement is raised and
3) the productivity bonus, included in contracts signed prior 2020 for mid-management positions, which has been later on put on hold.

WeDo maintains regular performance evaluations from which salary improvements are established based on experience, responsibility and / or the acquisition of new functions within the same job position. These evaluations can also represent a progression with respect to the job, not only in terms of salary.