



Reconciliation of work and family life and employee protection

Objectives

- To achieve a balance between work and family responsibilities of the WeDo staff, promoting flexible strategies that can best respond to individual needs.
- Adapting the company to the changes occurring in society, in relation to family, social indicators, habits and customs.
- Protecting maternity and paternity, the care of minor children and dependent persons, fostering the full integration of the family members with responsibilities in the organization.
- Establish Human Resources management strategies that guarantee effective equality.

Application

The measures included in this plan are applicable to the entire workforce, without excluding any department, and no circumstance linked to the employment situation (whether it is seniority, temporary status, etc.) shall be an exception to the enjoyment of these measures.

Measures

The following work-life balance measures have been approved for the team:

1) Flextime measures:

- a.** Allowing flexible working hours has a direct impact on maintaining a personal and professional life balance, as it can be adapted to the personal circumstances of each employee.
- b.** Flexible vacation policy, by agreeing on vacation periods according to work load we facilitate workers to reconcile while the company's needs are covered.
- c.** Considering school holidays when planning annual leave of employees with children's responsibilities.
- d.** Teleworking is a new measure adopted to facilitate work-life balance, giving our workers the opportunity to alternate workdays at the office with work from home.

2) Stability measures:

All our employees have indefinite employment contracts from day 1, with the only exception of the training contracts, which provides greater job stability that benefit both the individual and the family.

3) Other measures:

- a.** Employee opinion surveys are undertaken regularly to gather information on employee satisfaction, suggestions for improvement and changes, and desires to reconcile work and family obligations.
- b.** Individual assessment meetings with all employees in which work-life balance is an agenda item.