



## Human Resources Policy and Social Values

The Portucel Soporcel Group's human resources policy relies on a set of basic social values:

**Responsibility** - The Group is responsible towards its employees;

**Respect** - The Group respects their dignity and recognises their merit;

**Safety** - The Group ensures their safety and wellbeing at work;

**Initiative** - In return, the Group expects from its employees a professional conduct and a spirit of initiative.

These values provide the basis for the following policy guidelines:

:: promote the personal and professional development of all the employees, improving their skills and capabilities viewing the continuous reinforcement of the Group's competitive position;

:: practice a fair wage and professional development policy, based on objective criteria of commitment, productivity and merit;

:: promote permanent training and a work environment based on mutual respect and compliance with the rights and duties of both parties;

:: encourage all the employees to participate towards the achievement of the Sustainable Development and Quality objectives;

:: contribute to the quality of life of the employees, by ensuring them Safety, Hygiene and Health protection conditions;

:: humanise working conditions and the work environment;

:: prevent the risk of occupational hazards and occupational diseases and watch over the physical and mental health of the employees;

:: lay out and manage emergency plans for action in exceptional situations, in cooperation with the competent authorities and organisations;

:: improve the employees' self-esteem and defend the human habitat, seeking an ever greater participation of the employees in the life of the Company.