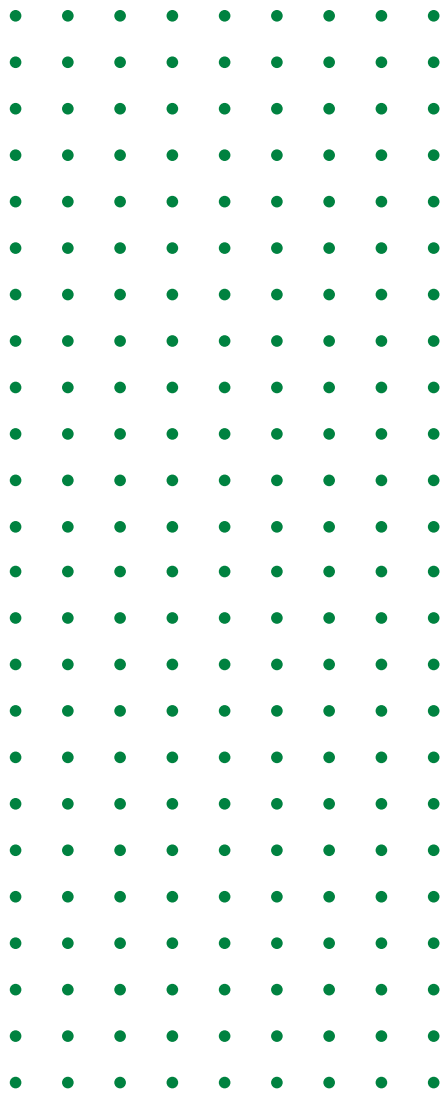




Thinking about our People

RECONCILIATION
PROGRAM



Thinking about our People

Dismuntel's commitment to equality is part of our day-to-day work and our way of understanding business management.

One of the measures proposed in the Equality Plan was the creation of a catalogue grouping and listing together the available optins for employees to facilitate the care of children or dependent people in their care.



Flexible schedule

It is possible to request the **schedule adjustment** if there is a need to cover duties or **family needs**.

Tele work

We have the option of requesting the **Teleworking** modality.





Continuous working day

For **childcare**, upon request, there is the option of working on continuous working day in order to meet the **care needs of minors and/or dependent people**.

Intensive working day

There is the **possibility of requesting the intensive working day**. It is an internal agreement that both parties must reach.

On Fridays throughout the year, in **July, August, the first half of September** and the two weeks of **Christmas** there are also intensive days.



Attendance services

for children under 12 years old

Four paid annual hours of private matters.

Aid for dependency and disability

Reduction or adjustment of working hours.



Sick leave



Leave of **4 calendar days** and 2 additional days if the employee needs to travel outside the locality.

Leave of **3 calendar days** in the **event of surgery**.

Healthy company

We promote the balance of body and mind through sport and a balanced diet.

We offer our employees the possibility of attending **Wellness classes two days a week** and a **dining room service from Monday to Thursday**.





Holidays

Holidays on **24th** and **31st December**.

Holiday on **your birthday** (1 day plus holiday).

Preference in the application: first the people who care for dependent people, and / or minors.

Additional maternity and paternity measures

Parental leave for a period not exceeding **two years**, with the obligation **to reserve your job**.





We keep moving forward_

#DismunTEAM