



ALEATICA

RHS-POLI-02

HUMAN RESOURCES POLICY

Proposed by:

Management of Risk and
Internal Control

Reviewed by:

Audit Committee

Date: October 2017

Approved by:

Date: October 2017

Board of Directors

Scope:

Date: October 2017

It shall apply to all the concessionary companies that integrate ALEATICA and in which it has control. In those investee concessionary companies in which ALEATICA has appointed any member of its Board of Directors, said members shall propose measures similar to the ones expressed here.

**Document
Classification**

Internal use

Change control

Review	Section	Brief description of the change

Related and applicable documentation

Code	Name of the document

The Human Resources (HHRR) policy of ALEATICA is based on its human capital constituting the main strategic, determining resource to achieve a higher quota of productivity, efficiency and profitability.

These principles are:

- I. Absolute respect for the current legislation in all entities in which ALEATICA develop its activity.
- II. Having a group of prepared professionals, fostering among them a work environment characterized by respect, cordiality and collaboration with others, the commitment to the company and orientation towards excellence.
- III. Promoting professional development on the principles of ability, competence, merit and continuous assessment, and promoting training, career plans and professional development.
- IV. Ensuring a competitive remuneration policy, having as basic internal axis internal equity, recognition of results and the differentiation of talent.
- V. Developing and implementing programs and training plans oriented both towards the professional development and the adaptation to technological, organizational and market changes.
- VI. Promoting the principle of equality of opportunity as one of the pillars of growth, as well as promoting non-discrimination on grounds of gender, race, age, ideology, political views, nationality, religion, sexual orientation or any other personal, physical or social status among its employees.
- VII. Promoting the balance between work and family life as one of the key factors of the pride of belonging to our staff.
- VIII. Ensuring compliance with the quality standards established in the current local regulations; as the applicable international norms, in the field of safety, protection and health of workers.

ALEATICA human resources managers will promote the proper transmission of these values and shall ensure compliance with and proper application of these regulatory principles.

Juan Osuna Gómez
Chairman of the Board of Directors of ALEATICA

Approved by the Board of Directors of ALEATICA in its session on October 2017.