

Corporate Responsibility Policies

Human Resources Policy

ATRESMEDIA



**Professional Development**

- We provide an attractive professional career, in line with current labour market conditions and the competitive environment in the audiovisual sector.
- We foster approachable, exacting and fair leadership which gives impetus to people's professional development.
- We assess our employees' contribution to achieving the Company's goals, through effective, objective tools, in line with the most advanced enterprises.
- Our training plan aims to prepare people for their job, while also continuously adapting to the requirements of the business and the technological development of the audiovisual sector.
- We see training as a way of fostering a corporate culture and management style consistent with the company's Mission and Values.

Attracting and retaining talent

- We are committed to harnessing talent as a key element to face the numerous challenges and hurdles the audiovisual sector is presented with.
- We consider retaining talent to be a vital aspect in people management within ATRESMEDIA. To do this we are equipped with effective tools which help to build employee loyalty.
- We foster the recruitment of young professionals through agreements with educational institutions, and contribute to their training and initial contact with the working world through our grants programmes.

Fair pay

- We offer competitive, motivating and fair pay, in line with market practices and the company's business strategy.
- In the variable salaries of our executives and middle management we consider economic and qualitative goals, as well as those of Corporate Responsibility, which the company sets for each department and professional category.

Freedom of association

- In line with article 20 of the Universal Declaration on Human rights, our employees shall have full freedom to belong to associations with licit aims.

Equality of opportunity, non-discrimination and diversity



- Our selection processes are based on the criteria of equality of opportunity, objectivity, fairness and transparency.
- As employees, we have the same opportunities to advance professionally within the company, regardless of race, gender, age, political orientation, social condition or religious beliefs.
- We foster the recruitment of disabled persons to boost their integration within the working world.

Work life balance

- We foster a flexible working environment which makes work and family obligations compatible, through agreements and initiatives to achieve this.
- We provide our employees with a set of social benefits in line with the company's characteristics and the reality of the audiovisual sector.

In-house Communication

In ATRESMEDIA in-house communication is synonymous with transparency, credibility, accessibility and involvement. To achieve this:

- We encourage and facilitate the interchange of information between our employees, providing suitable channels of communication for this.
- As stipulated in the collective agreements which are applicable to the different companies within ATRESMEDIA, we inform employees of organisational changes taking place in the company, within the time limit stipulated for this purpose.
- We have suitable channels for ascertaining employee opinion.

A safe and healthy working environment

- Our safety at work culture is based on the principles of prevention, awareness raising, continuous improvement and compliance with in-house procedures and regulations. For this purpose we evaluate the risks associated with each job description, with the aim of planning preventive measures to be applied within the company.
- We promote the physical wellbeing of employees, avoiding harm to health as a result of working conditions. Similarly, we shall provide regulations and procedures for our employees and collaborators, stipulating guidelines for continuing accident prevention.
- We maintain an open dialogue on aspects of health and safety at work with trade union organisations represented in the company.