# CORPORATE SOCIAL RESPONSIBILITY

inversis

# Beyond business

Inversis is a company integrated into society, made up of people who work for people, sensitive to their diverse realities and committed to their problems and needs.

As a company that looks to the future, we have the responsibility to improve the lives of people and groups as much as possible, actively contributing to the creation of a more just, more egalitarian and inclusive society.

In this sense, we support the development of different social profiles, culture, sports ... We are committed to the health of our planet and also participate in difficult times by providing aid in the face of natural disasters.

## Among our current efforts:

### WE SUPPORT TRAINING

We contribute to the development of young professionals through our internship program. We have agreements with 23 Universities and Business Schools. Annually, we invest over 1% of staff costs for training our employees.

### SUPPORT FOR THE DISABLED

We collaborate with the Adecco Foundation through a program called Plan Familia that advises and supports employee and family members of employees in aspects regarding disability. We provide financial support to employees whose children have a recognised disability.

## WE PROMOTE DIVERSITY AND EQUAL OPPORTUNITIES AMONG EMPLOYEES

We do not discriminate age, sex, sexual orientation, race or religion.

## WE FAVOUR CONCILIATION OF WORK AND FAMILY LIFE

Our employees have flexible working hours for caring for their children under 12, seniors with disabilities or other dependents and contribute with daycare vouchers as an element of the Personalized Remuneration Plan.

Through the employee website and a newsletter we promote and encourage our employees to collaborate in initiatives and charitable causes: Adecco Foundation, Red Cross or Doctors without Borders.

## WE CARE FOR OUR EMPLOYEES' HEALTH

We comply with the legal requirements regarding occupational risk prevention, with a daily medical care service and an annual medical examination. We also carry out vaccination campaigns.

## WE PROMOTE BUSINESS ETHICS

We adopt suitable measures to prevent corrupt business practices, establishing independent areas for the reception of any possible claims and are committed to analysing and investigating them with the maximum rigour.