

Human Resources policy

A company's social responsibility is shown in a particularly direct way in its relations with its staff. Our aim at Banco Sabadell Group is to attract, motivate and retain a competent and professional team and design suitable human resource management policies to offer them appropriate remuneration based on fair and competitive pay levels, clear and accurate information, respect for the individual and a lasting relationship based on cooperation.

The Group does its utmost to help employees develop their careers and to ensure that the workplace is free of all forms of discrimination or harassment. It encourages staff to be self motivated by giving them moral and material recognition for their personal efforts in contributing to the success of our collective venture.

This commitment has been given full expression in the Banco Sabadell Group Code of Conduct which, through its insistence on high ethical standards, seeks to ensure that the aims set out here are fulfilled, along with other objectives.

Some key themes of our human resources policy are set out below.

Labour Rights: We aim to comply with the current employment legislation by helping employees become aware of their rights and facilitating access to information about those rights.

Health and Safety: We aim to anticipate possible risks through a policy of proactively taking preventive measures in all areas where a potential risk could arise.

Combining work with family: We create an atmosphere which is propitious to the personal development of our staff by ensuring that their working life is compatible, as far as possible, with their personal life.

Recruitment: We have a staff recruitment process in place which guarantees the use of objective criteria based on professional ability, suitability for the job and potential for career development within the organization.

Training: We encourage continuous training for our staff by providing opportunities for promotion and helping employees aspire to professional excellence and enrich their store of knowledge and life experiences.

Valuing performance, promotion and reward: We develop our employees' personal skills and do our utmost to be fair and consistent in valuing these skills so as to ensure that each employee's contribution to the company's achievements is fully recognized.

Management style: We aim to breed a management style that is consistent with our Group's values, encourages a team spirit in our employees, provides opportunities to fulfil career expectations in an honest and responsible way, and fosters a culture of progress, hard work, and austerity in the use of resources while remaining focused on business performance.