



1981-2006

People are the energy that moves Isofoton. The involvement of all of its employees, their work ability, and their vocation for serving society have been the identifying characteristics that have set the company apart from its competition.





7.1 BASIC FEATURES

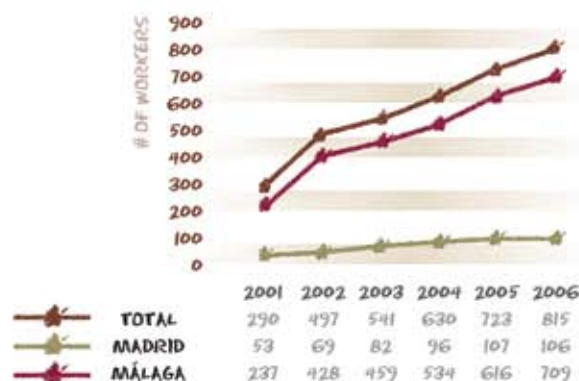
Isofoton's strategic decalogue establishes the development and satisfaction of its employees constitutes an essential element in the achievement of the company's goals as one of its principles.

"Loyal to our identifying characteristics: flexible, adaptable, alive... The career and internal promotion plans are strategic objectives in the Human Resources policy".

In addition, the company is tied to the United Nations Global Compact, complying with its principles with respect to human rights, work conditions, and fighting corruption.

Isofoton's growth and evolution over these years has endured a quantitative change: as of December 31, 2006, the company had 815 employees. There has also been a qualitative change in terms of structure and qualification of professionals.

STAFF EVOLUTION OF WORKERS 1995 - 2006



The most noticeable increase has been in Málaga, in the new factory facilities, where all of the production labor is carried out.

The average seniority of the staff is 4.11 years, with an average age of 31.85 years old. The fact that 71% of the staff have permanent contracts, while the other 29% have temporary contracts with the option of later being able to permanently join the staff also stands out.

KEY FACTS

BASIC CHARACTERISTICS

Number of people	815
Average age	31.85
Average seniority (years)	4.11
Proportion of permanent /temporary workers (%)	71/29
Proportion men/women	73/27

PROFESSIONAL DEVELOPMENT 7.2

Isofoton is preparing to face remarkable changes in the coming years, in both organization and surroundings. In 2006, with this objective, and within the scope of the Strategic Plan 2007-2011, the foundation has been set for the design of a flexible organizational model. This model will facilitate the ability to react, following clear ideas such as **internal promotion** and the **conservation of the company's personality and values**.

THE MERCO PERSONAS 2006 GAVE ISOFOOTON THE GRADE OF 3.08 OUT OF 5 FOR CAPACITY OF PROFESSIONAL DEVELOPMENT AND INTERNAL PROMOTION