



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

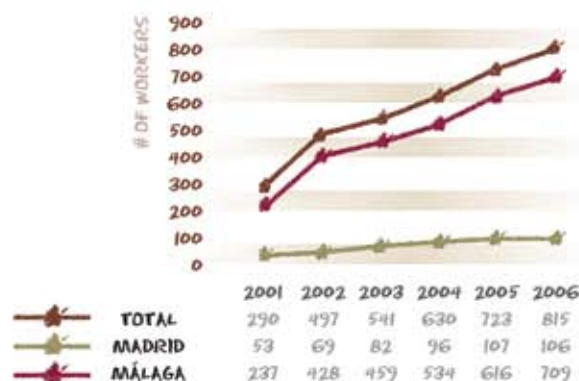
Isofoton's strategic decalogue establishes the development and satisfaction of its employees constitutes an essential element in the achievement of the company's goals as one of its principles.

"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 ISOFOTON THE GRADE OF 3.08 OUT OF 5 FOR CAPACITY OF PROFESSIONAL DEVELOPMENT AND INTERNAL PROMOTION





ISOFOTON MAINTAINS A CONTINUAL SYSTEM OF DEVELOPMENT

It is necessary for the company to anticipate some essential elements related to its human factor, such as the detection of talent, design of trajectories, and the establishment of specific career plans for “key people” as the only way of taking on organizational challenges and, at the same time, of complying with the strategies set by the strategic decalogue.

In 2006, a considerable effort was made in training of production personnel. The Specific Managers Plan meant the start of a new model of needs detection and evaluation of talent, which attempts to bring training and promotion together, promoting the development of peoples’ skills and abilities.

SCHOLARSHIPS 2006

	2005	2006
Interns	21	23
Torres Quevedo Program	3	3

Professional training is a strategic tool for the organization with respect to the qualification and development of the personnel, especially when internal promotion is presented as one of the basic pillars of the company.

In the coming years, the apparition of new technologies, competitive challenges of the markets, or organizational changes will make the need to maintain ongoing professional development and specific training for all personnel more obvious.

DEVELOPMENT IN 2006

TYPE OF COURSE	# OF LEARNING ACTS	PARTICIPANTS
Specific development	16	35
Generic development	4	178
Internal development	4	45
Risks prevention development	5	572
Languages	24	83

In addition to the last point, in 2006 special attention was paid to the designing of tools that allow for the detection, training, and evaluation of key people for the future of the company. Along these lines, the changes in the flow chart constitute the first phase of implementing individualized career plans that will continue to be implemented in 2007.

PROFESSIONAL DEVELOPMENT GIVEN IN 2006

COURSES	HOURS	PARTICIPANTS	INVESTMENT
53	11,295	913	148,556 €

Collaboration with universities is an important aspect for Isofoton, one which generates a mutual benefit for both parties. Different paths of collaboration are used with universities: one of them is the incorporation of interns into Isofoton’s structure through employment bureaus.