



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.





## 7.5 RECONCILIATION OF PROFESSIONAL AND FAMILY LIFE

In 2006, in light of the size of the company and its foreseen growth, it was decided to study the policy for reconciliation of professional life and family life in depth in order for it to comply with the following requirements:

- ✦ Adapted to the corporate culture.
- ✦ That it take the existing policy and improve it.
- ✦ To create general guidelines for integral management of reconciliation of professional life and family life.

The final result was the document **“Isofoton. Empresa Flexible y Responsable”** (Isofoton. A flexible and responsible company), which compiled the advantages of being an employee of Isofoton and grouped them according to the following outline:

- ✦ Policies of flexibility for labor days.
- ✦ Policies of flexibility for management of permits and licenses.
- ✦ Policy of services and benefits for the employee.

The principal measures are focused on the improvement of conditions of maternity, the reconciliation of professional life and family life of workers with difficult family situations, and the promotion of the social action of the workers through the Energy Solidarity Foundation.

## Extension of occupational practices to providers

In 2006, 143 contractors or subcontractors were granted admission to the factory facilities to carry out different activities. A total of 157 subcontracted workers lend their services either permanently, or cyclically. To control and manage all of this activity and movement of workers, Isofoton has had a **“corporate activity and coordination process” in place since 2004.**

There are multiple objectives of the process: to ensure the control of entry, to control documentation, to comply with current occupational legislation, to guarantee protection of personal data, and to take on the functions of coordination, information, and vigilance of prevention of occupational risks, environmental management, and respect for human rights.

Beyond the legal obligation, the process allows for the opportunity to lead changes in the small and medium sized companies under Isofoton’s control, and for the generalization of guidelines of corporate behaviour according to the values and vision of Isofoton.

