

## *Employees*

### *Training*

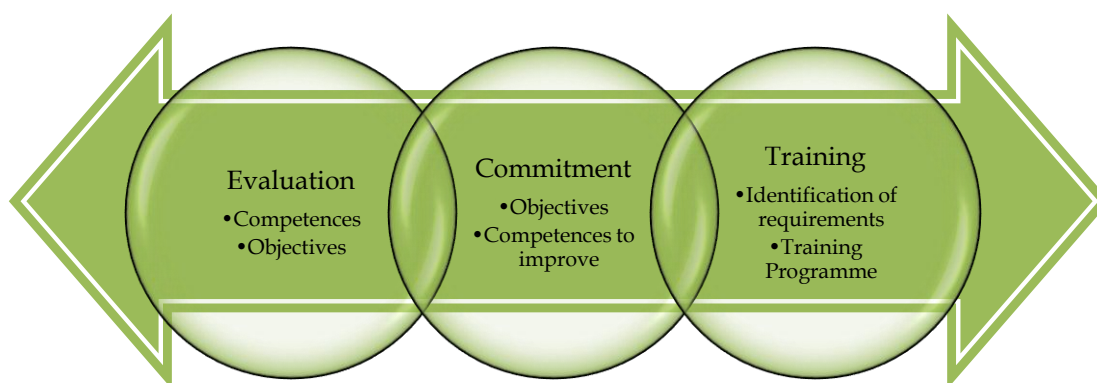
Resiquímica offers its employees training in several areas. The training programme defined each year, in coordination with the performance appraisal, identifies the necessary training for each employee.

The goal of the training programme is to guarantee the continuous improvement of their job performance, as well as providing competences that will allow our Employees to act in relevant tasks for the company.

Indicator	Planned	Real	% Achievement
Investment	12.025 €	14.040 €	116,76%
Time	3.000 Hours	2.660 Hours	88,67 %
H/Employee	26,09	23,13	-11,35%
Employee with 35 H/Training	29%	26%	-10,34%

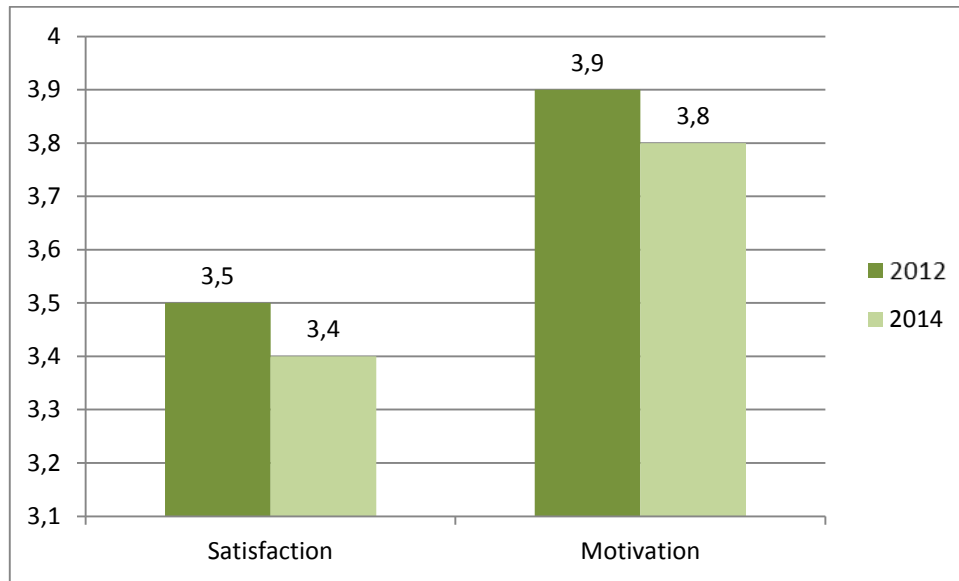
*Training Indicators 2014*

### *Performance Evaluation*



*Performance Evaluation Process*

## **Organizational Climate**



*Statistical Data - Organizational Climate Inquiry 2014 and 2012*

## **Fringe Benefits**

- Free Canteen meals
- Supper allowance to the shift Workers
- Free distribution of milk
- Transportation subsidy
- Employees years of service awards
- Life insurance coverage
- Retirement Benefit Plan
- Group Health insurance for Employees and their Family
- Nursery subsidy
- School subsidy
- Social support policy
- Onsite Medical services
- Medical services at home
- Salary supplement when on sick leave
- Extra holidays for shift workers.