FCC Servicios Ciudadanos

FCC'S EQUALITY AND DIVERSITY POLICY

Diversity management is an integral part of FCC's activities and entails recognition of the fact that the places, markets and society in which we work and live are comprised of people: men and women, from different countries, cultures, ethnic groups, backgrounds and generations, and with different skills, which make every person unique.

Accordingly, we are committed to creating a culture based on inclusiveness which seeks, respects and values difference. We are aware that a diverse workforce helps us to achieve our business goals if we capitalise on each person's talent, potential and unique outlook, enriching and questioning established points of view. This gives rise to innovative work methods, increasing efficiency and improving the quality of our services.

The company is irrevocably committed to equal opportunity, which is inseparable from diversity. It is a principle which entails equal treatment and equal access to the same opportunities for everyone regardless of their differences, as well as respect for and inclusion of every person regardless of his or her situation or affiliation.

Under this principle, we implement and maintain workplace practices to guarantee that no current or potential employee is discriminated against on the basis of age or disability, gender, sexual orientation or condition, civil status, social status, race, nationality, ethnicity, language, religion or beliefs, political ideas, union affiliation, or any other reason which is unjustified and unrelated to his or her skills, expertise and performance.

FCC promotes an environment where everyone can work without fear of humiliation, harassment, intimidation, and physical or verbal aggression. The procedures are supervised and reviewed to ensure that no discrimination, direct or indirect, goes unpunished. Moreover, internal mechanisms are in place to guarantee that every complaint is investigated exhaustively and the appropriate measures are adopted as a result.

Our commitment to equal opportunities, professional development, respect for diversity and the elimination of all discrimination and harassment is one of the company's values and a requirement for every single employee, the goal being to work together to maintain an optimal work environment which enhances creativity, efficiency, sustainability and productivity and improves decision making.

Fdo.: Felipe B. García Pérez
Secretario del Comité de Dirección