

From Mother's Day to Back to School, on the website www.vivabem.pt and especially in enriching actions such as the Open Kitchens for Schools, the Programme provides active support in matters of nutrition, health, physical activity and well-being.

THE IBERSOL SCHOOL, A SCHOOL FOR LIFE

Ibersol's business is based on people and it is thus vital for them to be qualified to ensure its success.

Besides training meant to improve the efficiency of our operations, the Group seeks to broaden the horizon of its employees, encouraging them to actively take part in a Career Building Programme and in others enabling them to access specific qualifications.

Career building is considered a process to develop and support vocations in a working environment, furthering our employees's development by offering advancement opportunities that allow them to take on various duties in the organization.

This implementation in a working environment involves a synthesis and compromise between individual organizational factors and guarantees objective progress.

The Group has designated this entire process (including the staff qualification programme) as the Ibersol School, which promotes academic qualification of capabilities, specifically by:

- Developing skills in participants that enable them to apply strategies and actions that meet the Ibersol Group's development needs;