

IBERSOL TRAINING, A SCHOOL FOR LIFE

Ibersol's business is people-based and it is thus vital for our people to be properly qualified to ensure our success. Ibersol is strongly committed to training our employees, each and every day and from day one.

In a scenario of hard economic times, in which consumers have seen their purchasing power eroded and are thus become ever more demanding in the products and services they choose, employee training has become even more important. By strengthening this training, Ibersol aims to improve the quality of service provided and keep its place in the vanguard of excellence.

Everyone at Ibersol Group has training in health and safety, product and service standards to ensure that meals are served by conscientious workers with the taste that customers appreciate.

Ibersol emphasizes training programmes at each career stage, thereby helping its management teams to develop the knowledge and skills needed to perform their duties, duly aligned with the applicable management guidelines. These programmes enable access to higher career levels and encompass not just initial certification for the function covered but also periodic recertification to assure that the skills acquired remain in place.

In addition to training to improve its operational efficiency, the Group seeks to broaden the horizon of its employees, encouraging them to take active part in a Career Building Programme and in others enabling them to obtain specific qualifications.

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

This formula enables on-the-job training and also covers the staff qualification programme, designated by the Group as the Ibersol School, which promotes academic qualification, specifically by:

- developing skills in participants that enable them to apply strategies and actions that meet the Ibersol Group's development needs;
- promoting career development within the Group;
- enhancing the academic qualification of programme participants.

AN ACTIVE APPROACH TO RESOURCES MANAGEMENT AND RESPECT FOR THE ENVIRONMENT

Controlling costs is also a process of reinvention and change.

A rethink must be conducted of teams, energy consumption, consumables, products and waste, above all to inculcate a drive to rethink processes and change the way of doing things. This approach has led the group to redefine the employee profile, optimizing management of time, processes and resources.

That's why the Ibersol Group continues consolidating policies on good practices for resource management, specifically in energy consumption, with clear beneficial results.

This policy has positive collateral effects, as awareness of the need to adopt measures for rational use of electricity lead to those measures being extended to other types of consumption.

An excellent example of this sustainable approach is the Used Food Oil Recycling Programme, in tandem with the biodiesel industry.