

## **Human resources policies**

### **Equality, diversity and inclusion**

With its Equality and Work-Life Balance Plan, the Pere Tarrés Foundation wants to focus on a way of working that allows strategies to establish a set of specific short-, medium- and long-term targets and, at the same time, to increase the active participation of women and other groups, such as people with functional diversity or people at risk of social exclusion, in all areas of the Foundation.

### **Development and training**

During 2021, we have promoted the development of our employees. For this reason, the range of training was expanded in the internal training plan. In 2021, 23,039 hours of training were carried out, which helped participants to become more specialised in their jobs.

We have continued to offer training in e-learning format to make it easier for geographically dispersed groups to take part in the activities and, at the same time, help them develop their digital competences.

### **Occupational risk prevention**

To manage this area within the Pere Tarrés Foundation, we have the Prevention Plan, a strategic document that serves to coordinate and integrate prevention in the organisation. This document covers both the organisational structure and the responsibilities and functions of the different people and teams involved, as well as the practices, procedures and resources necessary for prevention.

This Prevention Plan sets out the overall approach to health and safety work at the Foundation. Specific plans are also established for each year, setting out the day-to-day prevention work in the organisation. There is also a report that reflects all the efforts, tasks and training carried out.

The aim of the plan is:

- To oversee the essential principles indicated in the organisation's prevention policy
- To ensure compliance with the applicable regulations in force
- To ensure continuous improvement
- To integrate preventive activities
- To facilitate the organisation of resources.