

→ *employability*

Our human team is Clece's main defining aspect. It does after all, manage manpower among the largest in the country, 71,429 workers in size, while boasting an average annual growth of 4,000 job posts, a figure that stands out, in the face of the current job market's difficult circumstances. Clece's commitment is to promoting the professional and personal development of the workers, their continuous training, their equal opportunity and their safety and health in the workplace.

Many of the employees provide services relating to people's well-being – such as social services, care for the elderly, children, etc. – meaning they have a very unique profile, defined by a particular sensitivity and service vocation. A feature making the Clece human team a fundamental element in social responsibility as well as the channel through which the firm's values and social enterprise are embodied and effect change.

↳ *areas of action*

Professional development

Promoting professional development and training in the workers are key elements in Clece's people-management, leading to increased capability in the employees, improving their satisfaction and furthering the attraction and induction of talent. The 2014 training plan established the growing effort taking place in this area, as employees enjoyed access to greater range in available training with a total of 1,988 courses to choose from.

Equal opportunity

Clece pledges its firm obligation to respecting and enforcing employee regulations. To this effect, it demonstrates through specific actions its effort in preventing and eradicating gender-related or any other kind of discrimination.

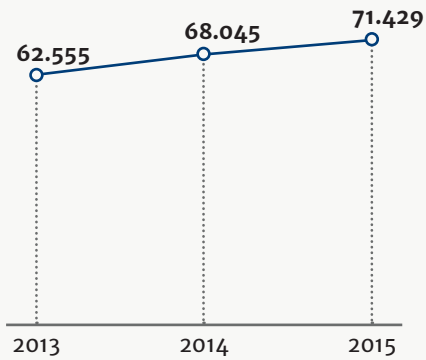
The pledge to equality among men and women is manifest in its Equality Plans, both those of Clece and those of its subsidiaries, which include eight core lines of action and which are annually updated. A frame of reference which among other measures, includes prevention protocols against workplace misconduct, sexual and gender-related harassment.

Workplace safety

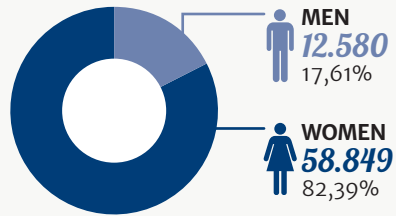
In keeping with the goal of constant improvement in employee health and safety, beyond legal requirement, Clece has established a health and safety manual fulfilling the provisions established by the OHSAS 18001 certification. A standard that was renewed in 2014 by Clece and its subsidiaries; Talher, Grupo Integra, Clece Seguridad and Lireba Serveis Integrats, S.L. Furthermore, it expanded its reach to Multiserveis Ndavant S.L., Zaintzen, S.A.U. and the joint-venture UTE Servicios Hospital de Majadahonda Clece-Valoriza.

On a further note, in 2014 Clece devoted 142.707 instructional hours to courses in work-place risk-prevention.

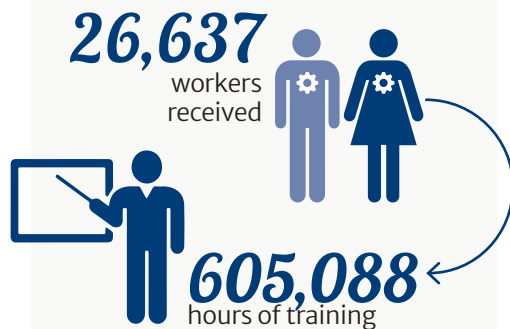
DEVELOPMENT TREND OF THE WORKFORCE
(AS OF JUNE)



STAFF BY GENDER



PROFESSIONAL DEVELOPMENT



MAP OF EMPLOYEES BY REGION

