

Human Rights Policy



GRUPO TAMOIN S.A. supports and respects the protection of the fundamental Human Rights internationally recognised within its area of influence, making sure of not being complicit in the violation of Human Rights among employees, members, collaborators, contractors and in general society.

GRUPO TAMOIN S.A. commits to respect Human Rights and public freedom recognised in the Universal Declaration of Human Rights of the United Nations, as well as support and defend the compliance and protection of the Human Rights promoting the adherence to these values in all the environments of participation. Likewise, the Indigenous Communities rights will be respected, just as defined in the new applicable international and national standards.

GRUPO TAMOIN S.A. commits to work on the overall well-being in the working environment and to prevent damages and deterioration of all the workers' health by labour risk prevention and the continuous improvement of the work conditions, supported by the Labour Risk Prevention Policy

WORK ENVIRONMENT

We support the freedom of association and the effective recognition of the right to collective bargaining.

We support the elimination of all form of forced labour or carried out under coercion in all its forms (forced work to return debts, child labour, the use of prisoners with specific benefit, abuse, etc.)

We support the eradication of child labour ensuring employment practices compatible with the International Labour Organisation and encouraging safe childhood.

We support the abolition of any discrimination practice in employment and occupation, and do not tolerate discriminatory practice due to age, race, colour, gender, religion, political opinion, culture, geographical origin, social origin or disability, promoting a labour environment free of harassment, exploitation, abuse or violence.

We pay competitive salaries depending on the local market analysis, aiming at providing each employee with a pay in line with the work performed.

ENVIRONMENT

We keep a preventive approach that contributes towards the environment, applying programmes and measures to guarantee no damage will be done to the environment.

We encourage initiatives to promote a stronger environmental responsibility aiming at meeting the social demand and the need to develop sustainable environmental practices.

We promote the development and the distribution of the environmental-friendly technologies, putting into practice the use of more efficient resources and managing the wastes so as to treat and eliminate them.

ANTICORRUPTION

We work against corruption in all its forms, including extortion and bribery, developing specific policies and programmes that address this issue.

