

Work-life Balance Plan

Article 48 of the Collective Agreement of the Biomedical Research Foundations of the SERMAS includes the Principle of Equality, which, among other measures, includes the establishment of measures for the conciliation of personal, work and family life.

In addition, since 22/03/2021, the FIBHUPH has had an Equality Plan in place that includes a series of measures to reconcile work and family life, as described below.

At FIBHUPH there are equal opportunities for work-life balance rights for both sexes and the principle of co-responsibility for family responsibilities is encouraged among the staff.

FIBHUPH aims to ensure that all work-life balance rights are known and accessible to all employees, regardless of gender, contract type, working day or seniority.

Unmarried partners and their children are placed on an equal footing with married couples in all matters relating to family and work-life balance rights.

Among the actions of the work-life balance plan are:

Regarding the working day:

According to the current Agreement of Biomedical Research Foundations of SERMAS, the working day is 1,642.50 hours/year. The usual working hours are continuous mornings from Monday to Friday, which favors the conciliation work and family life.

- Promote the continuous workday as opposed to the split workday in order to promote family and work conciliation.
- Eliminate as far as possible the extension of the ordinary working day.

Regarding flexible hours

- FIBHUPH facilitates flexible working hours to allow employees to reconcile their family needs. In addition, on 30/06/2023, RDL 5/2023 comes into force, which develops new permits for the conciliation of personal, work and family life.
- It facilitates the adaptation of the working day without having to request its reduction for those who have dependents in their care, for example, flexible hours adapted to the schedules of nursery schools.
- Unmarried partners and their children are placed on an equal footing with married couples in all matters relating to family and work-life balance rights..
- There is a flexible time interval entry and exit from work.

- A pool of free time will be established to cover personal and family needs.

With respect to the extension of the working day

At FIBHUPH, we avoid extending the regular workday as much as possible.

- Measures are established to limit periods of availability outside the working day in positions of responsibility.
- A meeting policy is established that includes, among other measures, holding meetings during working hours and calling them sufficiently in advance.
- Measures are being studied to facilitate the work-life balance for management groups and the management team so that availability is not an obstacle to promotion, such as digital disconnection and a range of meeting times.

Regarding the use of new technologies to promote work-life balance

FIBHUPH it is enhanced:

- The use of new information technologies whenever possible to avoid continuous travel or commuting, so that both men and women can concile their work life with their family life.
- The possibility of teleworking if circumstances prevent face-to-face work

Regarding job promotion

The company is committed to ensuring that people who take advantage of any of the rights related to the conciliation of family and work life do not see their career development or promotion possibilities slowed down.

Regarding retraining:

The FIBHUPH facilitates access to refresher courses for personnel returning from childbirth and childcare leave and/or leave of absence, as well as for women victims of gender violence who have been forced to opt for the suspension of their employment relationship with job reservation.

In order to disseminate this conciliation plan, the FIBHUPH undertakes to

- Disseminate through the company's usual channels of communication the different existing leaves, rights and conciliation measures in accordance with current legislation.
- Ensure that all work-life balance rights are known and accessible to all employees, regardless of gender, contract type or seniority.