

JISO ILUMINACIÓN, S.L. is a Company dedicated to developing, manufacture and commercialize indoor and outdoor luminaires for different spaces as a residential areas, commercial areas, public areas, etc.

The management of JISO ILUMINACIÓN, SL. undertakes, through this policy, to comply with:

- Support, respect and enforce the protection of workers' fundamental human rights, as reflected here.
- The respect of the current regulations regarding to the CHILD LABOUR, avoiding hiring people younger than 16 years and respecting the peculiarities of workers with ages between 16 and 18 years. (Royal Legislative Decree 2/2021, October 23rd)
- The respect of the workers' right to decide the work to be done when this is not on their functions and responsibilities scope, and it can be defined as a Forced Labour.
- Same treatment for every worker, according to the job, without any doubt of DISCRIMINATION or any other inequality or conflict.
- Applying accurate DISCIPLINARY ACTIONS according to the actions with motivate them.
- Fighting against the BULLYNG AND ABUSE in the workplace, applying the adequate disciplinary actions.
- Encouraging and motivating the FREE ASSOCIATION of workers, even allowing it with any kind of opposition.
- Adapting the WORKING HOURS, as far as possible, to the personal and collective workers' needs and to the socio-economic scenario in any temporality.
- Providing fair REMUNERATION and adequate BENEFITS to its workers.
- Complying with and enforcing the pertinent rules and regulations regarding HEALTH AND SAFETY at work (regardless of gender, race, or ethnicity, religion or belief, disability, age, or sexual orientation), as well as to have collective protections to avoid or reduce risks and provide, to its workers, individual protection equipment appropriates to the risks present in each job.
- Promoting the ETHICS AND INTEGRITY in the behaviour of all members of the company.

17 de Junio de 2024
Date and signature



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