

Sasil SA

SASIL S.A. Human Resources Policy

Foundation: Respect, Trust, and Fairness

At SASIL S.A., our interactions are grounded in respect, trust, and fairness. We champion a workplace free from intolerance, harassment, and discrimination. This unwavering principle applies universally, across all levels and situations within our company.

Transparency and Honesty as Cornerstones

We believe that transparency and honesty are vital for effective communication and efficient operations. By fostering a culture of openness and sincere dialogue, we lay the foundation for continuous improvement and collective growth.

Open Communication and the Right to be Heard

Communication at SASIL S.A. is a two-way street. We value not only the dissemination of information but also active listening and constructive dialogue. Every employee has the right to engage in open conversations with their superiors and colleagues. In the event of a disagreement, we provide a mechanism for fair hearings, ensuring that all parties have the opportunity to express their perspectives, regardless of their position within the company.

Effective Management Principles

We believe that successful management is characterized by:

- Respect, trust, and fairness in all interactions
- Clear communication and a focus on shared goals
- Openness, truthfulness, and constructive feedback
- A drive for excellence and continuous improvement
- Genuine commitment to employee well-being and development
- Accountability for actions and decisions
- A strong emphasis on teamwork and collaboration

Valuing and Developing Our People

SASIL S.A. recognizes that our employees are our most valuable asset. We are dedicated to attracting, retaining, and developing talented individuals who possess not only strong professional skills but also the following competencies:

- Customer-centric approach and dedication to service

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- Effective interpersonal and communication skills
- A results-oriented mindset and commitment to achievement
- Leadership qualities and the ability to inspire others
- Positive impact on the team and the organization
- Self-confidence and a proactive attitude

We embrace diversity and provide equal opportunities for all, without regard to origin, nationality, race, religion, gender, or age.

Employee Development and Motivation

We prioritize the development of our employees' skills to foster high levels of motivation and performance, enabling them to reach their full potential. We believe that motivated employees are the key to customer satisfaction and business success. To this end, we conduct regular employee motivation surveys and implement action plans based on the feedback received.

Workplace Well-being

SASIL S.A. is committed to providing a safe and healthy working environment that meets the highest safety and security standards. We also encourage a healthy work-life balance to promote employee well-being and motivation.

Community Engagement

We support employees who wish to contribute their time and talents to professional, civic, cultural, or charitable organizations. However, we ask that employees ensure that such activities do not create any conflicts of interest with their responsibilities at SASIL S.A.

Sources and related content