



Labor Practices Commitment

At Quálitas, we promote the best labor practices for the benefit of our employees.

In connection with the salaries we offer, we conduct annual sector benchmarks for each of the categories that make up our workforce and that we use to generate total compensation analyses to maintain competitive positions in our organization, as well as in comparison with the insurance sector. As a complement, we offer a package of benefits that exceed legal requirements that seek to improve the quality of life of our employees, considering the following pillars: emotional, physical, and economic.

Likewise, we promote the dialogue with our employees, who work under a work schedule in accordance with the provisions of the Federal Labor Law (Ley Federal del Trabajo) and the laws of the countries where we operate.

Furthermore, we guarantee the payment of vacation to which each of our employees is entitled, paying annually the equivalent of the vacation premium and the days they have taken off for rest.

Finally, we are committed to equal salaries for men and women. We generate statistics that allow us to analyze the total compensation in each job hierarchy, in order to identify possible gaps and take measures to reduce them.