

We promote your development. We support your wellbeing

Next To You (N2Y) is a global programme focused on the personal and professional development of Fidamc staff





N 2 Y
NEXT TO YOU



CULTURE AND VALUES

We are driven by our mission to offer sustainable solutions for the mobility of the future, and we work every day to be a national and international benchmark in composite materials. Our way of doing things reflects our values:

- **Efficiency.**
- **Unity.**
- **Integrity.**
- **Commitment.**
- **Innovation.**



TRAINING AND PERSONAL DEVELOPMENT

We foster the personal and professional development of our team through ongoing training and programs that enhance their skills and competencies. How do we do it?:

- **We identify each person's strengths** and areas for improvement to design personalized development plans that encourage their growth and contribution to our shared goals.
- **The digitalization of our recruitment processes** allows us to identify, attract, and manage talent more efficiently, objectively, and based on data. This improves the candidate experience and strengthens our employer brand.



ETHICS AND COMPLIANCE

At Fidamc, we believe in a culture based on integrity, responsibility and respect.

- **Compliance officer.** We ensure regulatory and ethical compliance throughout the organisation.
- **Whistleblowing channel.** Confidential and accessible, for reporting any irregularities.
- **Code of ethics.** Our guide to conduct, shared and applied by everyone who is part of Fidamc.



REPRESENTATION AND LABOUR RIGHTS

At Fidamc, we guarantee your labour rights through active representation channels, clear regulations and direct communication with the Human Resources department.

- **Works council.** Active and constant participation.
- **Internal regulations.** Updated and accessible.
- **Data protection officer.** We ensure your privacy.



HEALTH AND SAFETY

Your wellbeing is a priority. We are committed to providing a safe and healthy environment, with measures that protect your body and also take care of your mental health.

- Annual **medical check-ups.**
- **Training** in prevention and occupational risk prevention protocols.
- **Defibrillator** and trained personnel.
- **Private health insurance** for you and your family.
- **Prevention** of psychosocial risks.
- **90% coverage** for temporary disability leave.



WORK-LIFE BALANCE AND FLEXIBILITY

A balanced working life starts with understanding your circumstances. At Fidamc, we are committed to real flexibility, tailored to you.

- **Work-life balance with commitment,** not just policies.
- **Flexible annual working hours:** 1,712 hours/year.
- **Remote working with Fid@home:** up to 40 hours/month.
- **21 working days of holiday** + one day off at your discretion.



EQUALITY, INCLUSION AND RESPECT

At Fidamc, we believe in an environment where everyone has the same opportunities. We actively defend equality, diversity and non-discrimination with real measures.

- **Equality Plan.**
- **Protocols** for the prevention, detection and action against workplace harassment, LGTBI, and non-discrimination.
- **Right** to digital disconnection.
- **Specific training** in equality.
- **SGL certification** as a commitment to equity.



EMPLOYEE BENEFITS AND FLEXIBLE REMUNERATION

We want you to feel protected both inside and outside of work. At Fidamc, we take care of your physical, financial and family well-being with measures that improve your quality of life.

- **Pension plan** co-financed by the company.
- **Study grants** for employees' children.
- **Access to gyms** for you and three family members.
- **Free fruit, coffee, water and uniform** cleaning.
- **Airbus group benefits:** events and discounts.
- **Flexible remuneration** for meals, transport and childcare with tax benefits.



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**WOULD YOU LIKE TO
JOIN OUR TEAM?**
Scan the QR code and you'll
have taken the first step!



Here begins your
professional career
towards a sustainable
future