

Ethical principles of **RICAP** Group

Education and development

We believe in training and defend the personal, professional, social and environmental progress.

Equal opportunities

We recognize the principle of equality and do not accept any form of discrimination on the basis of sex, religion or belief, political affiliations or other associations, age, sexual orientation, disability, race, ethnic origin or nationality

Child labor

We do not use or support, in any event, the hand labor of persons with age or education lower than the legally accepted as minimum / mandatory for admission to work.

Reconciliation of activities

We admit the importance of the harmonisation of professional, private and family life, arguing that from their adjustment will not result loss in any activity.

Freedom of association

We recognize the legal rights of free association and not cooperate with any kind of threat, punishment, restriction or interference in the organization or association to any community.

Right to collective bargaining

Admit the importance of listening, discussing and negotiating, respecting any claim or suggestion from others.

Working hours

We respect the law in force referring to working hours and defend that any adjustment must be reasonable and agreed beforehand.

Remuneration

We honor our commitments, remunerating in a timely manner all those who collaborate in the development of our work in accordance with law in force, positions and / or with the standards pre-agreed between both parties.

Disciplinary practices

We treat all individuals with respect and dignity, and therefore we do not approve any kind of physical or verbal aggressive punishment nor any abuse either from sexual or psychological nature.

Working environment

We believe that a good working environment is a prerequisite for business success. In addition to defending the importance of a pleasant social atmosphere at work, we respect the legal standards of safety, hygiene and health at work, as well as promote the adoption of practices to prevent risks arising from professional activities.

Environment

We support the principle that the environment is a common good in which human intervention must be sustainable, aiming its preservation either in urban, rural or wild areas.