


A hand holding a rolled-up map. Various words are floating around the map, including 'innovation', 'ethics', 'enthusiasm', 'respect', 'trust', 'open mind', 'integrity', 'people', 'sustainability', and 'leading by example'.

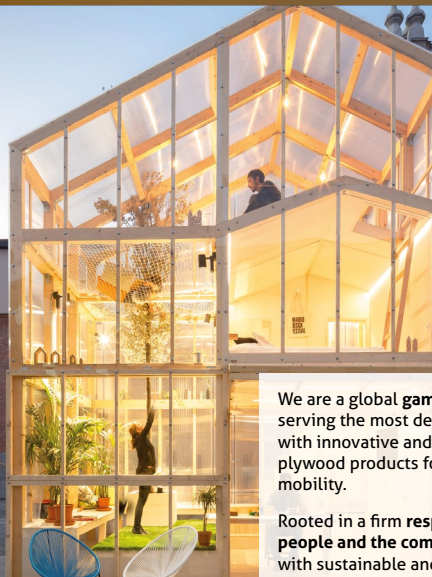
# The employee journey

Garnica is a game changer

| **Human Resources Policy** | View the full policy on our website 

**garnica**  
Challenge the ordinary

# Mission



We are a global **game changer**, serving the most demanding clients with innovative and superior quality plywood products for living and mobility.

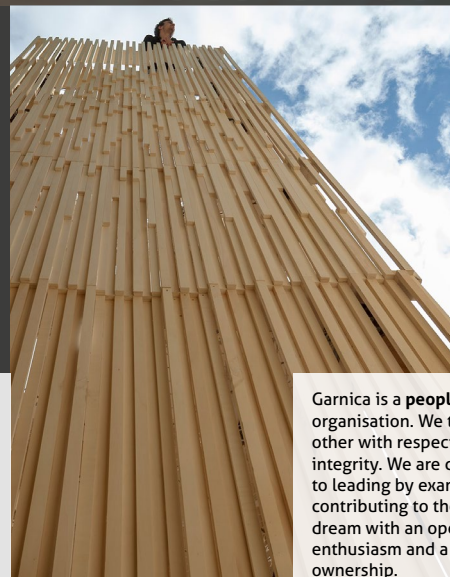
Rooted in a firm **respect for nature, people and the community**, we work with sustainable and renewable wood sources to preserve ecological balance.

# Vision



Our vision is to grow dreams that are taller than trees, exploring new paths towards a **cleaner, healthier and more sustainable society** for future generations.

# Values

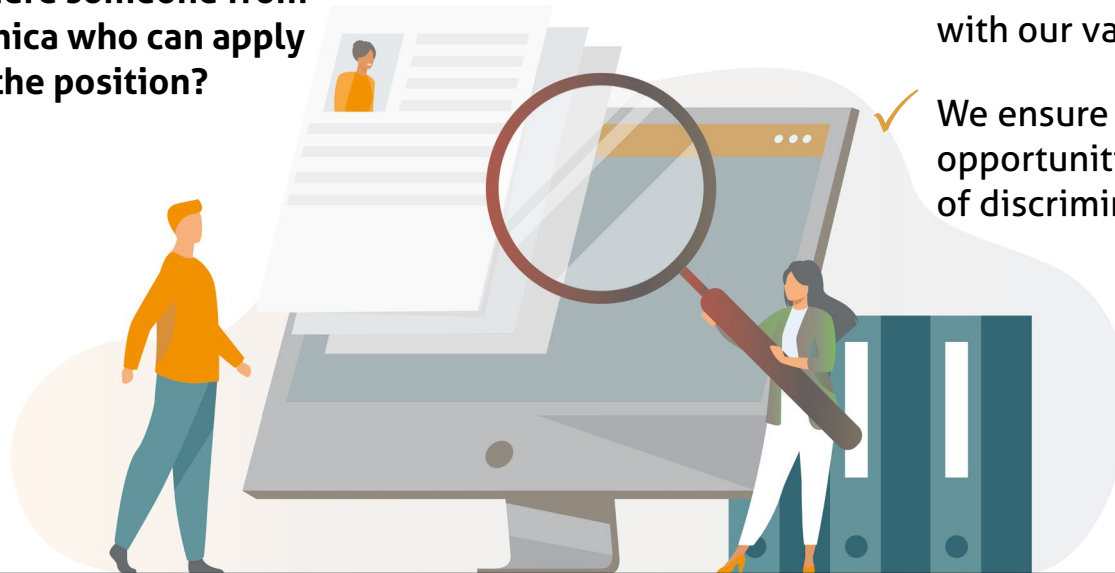


Garnica is a **people-centred** organisation. We treat each other with respect, trust and integrity. We are committed to leading by example, contributing to the Garnica dream with an open mind, enthusiasm and a sense of ownership.

# The journey begins with attracting and hiring talent

**We have a job vacancy.  
Is there someone from  
Garnica who can apply  
for the position?**

- ✓ At interview, not only do we look for relevant skills but also alignment with our values and culture.
- ✓ We ensure equal treatment and opportunities, avoiding any kind of discrimination.





# Welcome aboard

We develop a personalised Welcome Plan in line with your needs.

- ✓ With **training** in the different cross-functional areas.

YOU WILL GET  
TO KNOW YOUR  
COLLEAGUES  
AND THEIR  
DEPARTMENTS

- ✓ With **visits** to the production plants.

WE PLACE  
SPECIAL  
EMPHASIS ON  
SAFETY

# Landed the job: your working environment

✓ **Code of Ethics and Compliance Policies:**  
based on ethics, respect  
and mutual collaboration.

✓ **Health and Safety:**  
Integrated Risk Prevention  
Management System.

✓ **Equality Plan:** ensuring real  
gender equality and discrimination  
prevention.

✓ **Garnica Health,**  
caring for your  
wellbeing.



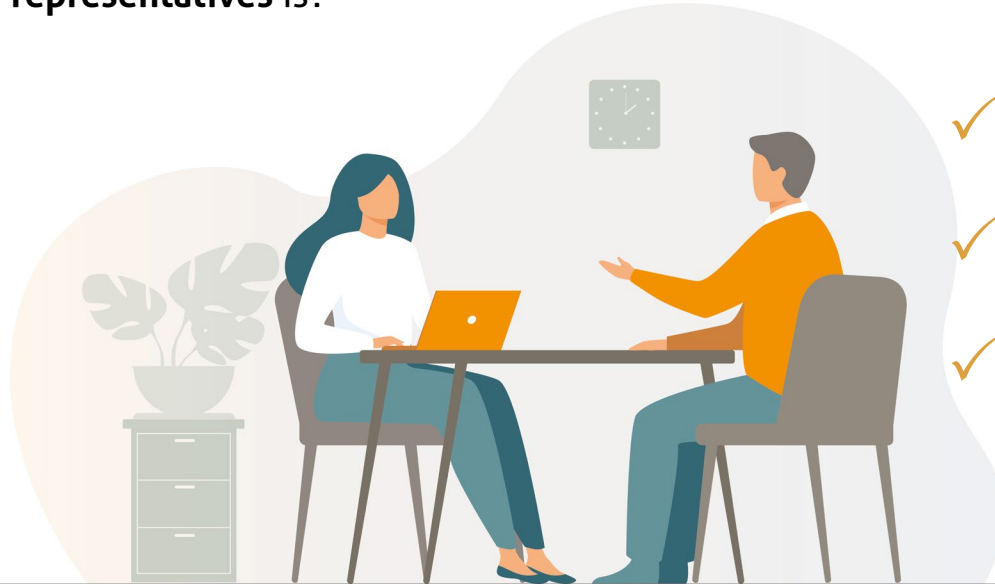
# What are the conditions and benefits?

- ✓ **Competitive and equitable salary.**
- ✓ **Flexible approach** to when and where you work.
- ✓ **Development and promotion plans.**
- ✓ **Garnica Academy,** caring for your training.



# Smooth employment relations

Do you know what the role of the **employee representatives** is?



- ✓ Promoting agreement, information sharing, trust, dialogue and transparency.
- ✓ Holding periodic meetings with smooth, direct and fair relations.
- ✓ Avoiding conflict by exhausting all possible avenues of negotiation.
- ✓ Safeguarding Garnica's reputation together.



Many thanks.

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