

SOCIAL INDICATORS

	2018	2017	2016	2015	2014
Employees (no.)	3,016	2,919	2,883	3,005	2,948
Executives (no.)	107	93	87	99	99
Managers (no.)	480	456	421	449	447
Office workers (no.)	1,682	1,655	1,651	1,736	1,689
Manual workers (no.)	747	715	724	721	713
Men (no.)	2,597	2,526	2,514	2,578	2,537
Women (no.)	419	393	369	427	411
Women/men compensation differential (executive category)	0.98	1.03	1.02	0.93	0.90
Women/men compensation differential (manager category)	0.93	0.96	0.96	0.96	0.95
Women/men compensation differential (off. worker category)	0.89	0.89	0.89	0.88	0.88
Employee average age (years)	44.9	45.7	46.1	46.6	46.8
Length of service (years)	19.5	21.0	21.1	21.7	21.5
Recruitment during the year from the market (no.)	195	148	141	162	152
Other incoming employees (from non-consolidated companies, acquisitions, etc.) (no.)	126	36	36	4	6
Percentage of university graduates hired (%)	55	67	52	46	49
Departures during the year (no.)	189	69	53	68	223
Employee accident frequency index	0.84	1.24	0.81	0.82	1.84
Employee accident severity index	0.02	0.05	0.04	1.55	0.11
Contractor accident frequency index	0.41	0.54	0.71	1.07	2.13
Contractor accident severity index	0.03	0.83	0.05	0.07	0.10
Hours of training/ no. of employees	35.7	29.2	28.5	29.2	28.0
Hours of training on health safety and environmental matters	28,345	9,641	19,288	24,305	20,064
Total HSEQ audits performed (no.)	237	163	212	203	217
Environmental investigations (no.)	247	279	172	203	386
Doctor's visits (no.)	1,350	1,914	1,561	1,27	1,21
Diagnostic exams (no.)	2,020	3,508	2,252	1,828	1,231