

Committed to our people

At Cosentino, we have consolidated the concept of People as a philosophy to refer to the people that make up our group around the world. This global and holistic approach involved, not only considers our employees from a professional perspective, but also from a personal, family and motivational one. People is also the name given to the department that integrates the aforementioned dimensions and whose objective it is to offer a global view of employees, adapting our way of doing things to this view.

We are aware that our workers constitute a cornerstone of our activity. Our objective is to spearhead the creation of an appealing, inspiring and successful workplace. To make this possible, we develop initiatives oriented towards our employees that serve to increase their satisfaction, improve recruitment, foster internal promotion and talent retention. We place particular emphasis on what is important to our staff: their health and safety, training and professional development, providing them with quality employment that is adapted to their needs.

We ended 2018 with a workforce of 4,314 people across the globe, made up of professionals from 75 different nationalities and with 18.07% of our management positions held by women. This diversity enriches our vision when making decisions and paves the way for our leadership.

What's more, as a result of our commitment to quality employment, this year we have increased the number of people on permanent contracts to 91.16% around the globe.

Changes in the number of employees broken down by geographical region

	2016	2017	2018
Iberia	1,857	1,984	2,289
Europe	359	365	416
North America	1,082	1,128	1,158
Latin America	259	280	254
Oceania	-	74	93
Asia	15	20	36
MENA	43	51	55
Africa	9	15	13
TOTAL	3,624	3,917	4,314

***Distribution of staff by age bracket
and professional category***

Organisational level	from 25 to 35	from 35 to 45	from 45 to 55	over 55	Under 25	Overall total
Director	0	13	6	2	0	21
Management	80	214	132	29	0	455
Professional	487	443	200	82	29	1,241
Clerical worker	120	108	40	20	17	305
Operator	664	789	524	197	118	2,292
Overall total	1,351	1,567	902	330	164	4,314



Distribution of staff by geographical region, age bracket and gender

Market	Age bracket	Women	Men	Overall total
Africa	from 25 to 35	2	2	4
	from 35 to 45	3	1	4
	from 45 to 55	2	1	3
	over 55	0	2	2
Total Africa		7	6	13
Asia	from 25 to 35	7	7	14
	from 35 to 45	6	12	18
	from 45 to 55	0	3	3
	over 55	0	1	1
Total Asia		13	23	36
Europe	from 25 to 35	40	76	116
	from 35 to 45	42	113	155
	from 45 to 55	16	88	104
	over 55	2	27	29
	Under 25	4	8	12
Total Europe		104	312	416
Iberia (Spain and Portugal)	from 25 to 35	134	614	748
	from 35 to 45	161	680	841
	from 45 to 55	47	424	471
	over 55	5	134	139
	Under 25	10	80	90
Total Iberia		357	1,932	2,289

Market	Age bracket	Women	Men	Overall total
Latin America	from 25 to 35	26	77	103
	from 35 to 45	23	86	109
	from 45 to 55	2	17	19
	over 55	0	6	6
	Under 25	7	10	17
Total Latin America		58	196	254
Middle East-North Africa	from 25 to 35	3	13	16
	from 35 to 45	6	23	29
	from 45 to 55	1	9	10
Middle East-North Africa		10	45	55
North America	from 25 to 35	134	187	321
	from 35 to 45	115	261	376
	from 45 to 55	76	198	274
	over 55	47	98	145
	Under 25	8	34	42
Total North America		380	778	1,158
Oceania	from 25 to 35	12	17	29
	from 35 to 45	8	27	35
	from 45 to 55	7	11	18
	over 55	3	5	8
	Under 25	1	2	3
Total Oceania		31	62	93
Overall total		960	3,354	4,314

Percentage of employees by geographical region, age bracket, professional category, type of contract and gender (*)

Market	Age bracket	Professional Category	Women		Total Women	Men		Total Men	
			Permanent	Temporary		Permanent	Temporary		
Africa	from 25 to 35 year of age	Clerical worker	100%	0%	100%	0%	0%	0%	
		Management	0%	0%	0%	100%	0%	100%	
		Operator	0%	0%	0%	100%	0%	100%	
		Professional	100%	0%	100%	0%	0%	0%	
		Total aged between 25 and 35		100%	0%	52%	100%	0%	48%
	from 35 to 45 years of age	Clerical worker	100%	0%	100%	0%	0%	0%	
		Operator	0%	0%	0%	100%	0%	100%	
		Professional	100%	0%	100%	0%	0%	0%	
		Total aged between 35 and 45		100%	0%	73%	100%	0%	27%
	from 45 to 55 years of age	Operator	0%	0%	0%	100%	0%	100%	
		Professional	100%	0%	100%	0%	0%	0%	
		Total aged between 45 and 55		100%	0%	67%	100%	0%	33%
	over 55 years of age	Management	0%	0%	0%	100%	0%	100%	
		Operator	0%	0%	0%	100%	0%	100%	
	Total over 55 years of age		0%	0%	0%	100%	0%	100%	
Total Africa			100%	0%	54%	100%	0%	46%	
Asia	from 25 to 35 years of age	Clerical worker	100%	0%	100%	0%	0%	0%	
		Management	0%	0%	0%	100%	0%	100%	
		Operator	0%	0%	0%	100%	0%	100%	
		Professional	100%	0%	59%	100%	0%	41%	
		Total aged between 25 and 35		100%	0%	47%	100%	0%	53%
	from 35 to 45 years old	Management	0%	0%	0%	100%	0%	100%	
		Operator	0%	0%	0%	100%	0%	100%	
		Professional	100%	0%	49%	100%	0%	51%	
		Total aged between 35 and 45		100%	0%	34%	100%	0%	66%

Market	Age bracket	Professional Category	Women		Total Women	Men		Total Men
			Permanent	Temporary		Permanent	Temporary	
	from 45 to 55 years of age	Management	0%	0%	0%	100%	0%	100%
		Professional	0%	0%	0%	100%	0%	100%
	Total aged between 45 and 55	0%	0%	0%	100%	0%	100%	
	over 55 years of age	Management	0%	0%	0%	100%	0%	100%
	Total over 55 years of age	0%	0%	0%	100%	0%	100%	
Total Asia			100%	0%	34%	100%	0%	66%
Europe	from 25 to 35 years of age	Clerical worker	100%	0%	85%	100%	0%	15%
		Management	100%	0%	22%	100%	0%	78%
		Operator	100%	0%	1%	100%	0%	99%
		Professional	96%	4%	46%	100%	0%	54%
	Total aged between 25 and 35	97%	3%	36%	100%	0%	64%	
	from 35 to 45 years old	Clerical worker	100%	0%	58%	100%	0%	42%
		Management	100%	0%	6%	100%	0%	94%
		Operator	100%	0%	9%	100%	0%	91%
		Professional	100%	0%	37%	100%	0%	63%
	Total aged between 35 and 45	100%	0%	28%	100%	0%	72%	
from 45 to 55 years of age	Clerical worker	100%	0%	77%	100%	0%	23%	
	Management	100%	0%	11%	100%	0%	89%	
	Operator	0%	0%	0%	98%	2%	100%	
	Professional	100%	0%	30%	100%	0%	70%	
Total aged between 45 and 55	100%	0%	16%	99%	1%	84%		
over 55 years of age	Clerical worker	0%	0%	0%	100%	0%	100%	
	Operator	0%	0%	0%	100%	0%	100%	
	Professional	100%	0%	30%	100%	0%	70%	
Total over 55 years of age	100%	0%	7%	100%	0%	93%		

Market	Age bracket	Professional Category	Women		Total Women	Men		Total Men
			Permanent	Temporary		Permanent	Temporary	
	Under 25 years of age	Clerical worker	100%	0%	100%	0%	0%	0%
		Operator			0%	100%	0%	100%
		Professional	100%	0%	100%	0%	0%	0%
	Total under 25 years of age		100%	0%	36%	100%	0%	64%
Total Europe			99%	1%	25%	100%	0%	75%
Iberia	from 25 to 35 years of age	Clerical worker	86%	14%	60%	80%	20%	40%
		Management	100%	0%	23%	100%	0%	77%
		Operator	47%	53%	5%	70%	30%	95%
		Professional	80%	20%	36%	75%	25%	64%
	Total aged between 25 and 35		77%	23%	18%	73%	27%	82%
	from 35 to 45 years of age	Clerical worker	100%	0%	74%	100%	0%	26%
		Director	100%	0%	23%	100%	0%	77%
		Management	100%	0%	23%	100%	0%	77%
		Operator	82%	18%	8%	85%	15%	92%
		Professional	95%	5%	36%	97%	3%	64%
	Total aged between 35 and 45		93%	7%	19%	89%	11%	81%
	from 45 to 55 years of age	Clerical worker	95%	5%	84%	83%	17%	16%
		Director	100%	0%	15%	100%	0%	85%
		Management	100%	0%	14%	100%	0%	86%
		Operator	83%	17%	5%	92%	8%	95%
		Professional	100%	0%	29%	100%	0%	71%
	Total aged between 45 and 55		93%	7%	10%	94%	6%	90%
	over 55 years of age	Clerical worker	100%	0%	67%	100%	0%	33%
		Director	0%	0%	0%	100%	0%	100%
		Management	0%	0%	0%	81%	19%	100%
		Operator	100%	0%	2%	90%	10%	98%
		Professional	100%	0%	14%	83%	17%	86%

Market	Age bracket	Professional Category	Women		Total Women	Men		Total Men
			Permanent	Temporary		Permanent	Temporary	
	Total over 55 years of age		100%	0%	4%	89%	11%	96%
	Under 25 years of age	Clerical worker	0%	100%	100%	0%	0%	0%
		Operator	0%	100%	6%	21%	79%	94%
		Professional	34%	66%	18%	10%	90%	82%
	Total under 25 years of age		15%	85%	10%	18%	82%	90%
Total Iberia			86%	14%	15%	83%	17%	85%
Latin America	from 25 to 35 years of age	Clerical worker	100%	0%	68%	100%	0%	32%
		Management	0%	0%	0%	100%	0%	100%
		Operator	100%	0%	2%	100%	0%	98%
		Professional	100%	0%	57%	100%	0%	43%
	Total aged between 25 and 35		100%	0%	23%	100%	0%	77%
	from 35 to 45 years of age	Clerical worker	100%	0%	14%	100%	0%	86%
		Management	100%	0%	8%	100%	0%	92%
		Operator	100%	0%	1%	100%	0%	99%
		Professional	100%	0%	66%	100%	0%	34%
	Total aged between 35 and 45		100%	0%	19%	100%	0%	81%
	from 45 to 55 years of age	Management	0%	0%	0%	100%	0%	100%
		Operator	0%	0%	0%	100%	0%	100%
		Professional	100%	0%	57%	100%	0%	43%
	Total aged between 45 and 55		100%	0%	11%	100%	0%	89%
	over 55 years of age	Management	0%	0%	0%	100%	0%	100%
		Operator	0%	0%	0%	100%	0%	100%
		Professional	0%	0%	0%	100%	0%	100%
	Total over 55 years of age		0%	0%	0%	100%	0%	100%
	Under 25 years of age	Clerical worker	100%	0%	81%	100%	0%	19%
		Operator			0%	100%	0%	100%

Market	Age bracket	Professional Category	Women		Total Women	Men		Total Men
			Permanent	Temporary		Permanent	Temporary	
		Professional	100%	0%	100%	0%	0%	0%
	Total under 25 years of age		100%	0%	40%	100%	0%	60%
Total Latin America			100%	0%	21%	100%	0%	79%
Middle East-North Africa	from 25 to 35 years of age	Operator	0%	0%	0%	100%	0%	100%
		Professional	100%	0%	26%	100%	0%	74%
	Total from 25 to 35 years of age		100%	0%	19%	100%	0%	81%
	from 35 to 45 years of age	Clerical worker	0%	0%	0%	100%	0%	100%
		Management	0%	0%	0%	100%	0%	100%
		Operator	0%	0%	0%	100%	0%	100%
		Professional	100%	0%	37%	100%	0%	63%
	Total aged between 35 and 45		100%	0%	19%	100%	0%	81%
	from 45 to 55 years of age	Management	0%	0%	0%	100%	0%	100%
		Operator	0%	0%	0%	100%	0%	100%
		Professional	100%	0%	4%	100%	0%	96%
	Total aged between 45 and 55		100%	0%	1%	100%	0%	99%
Total Middle East - North Africa			100%	0%	16%	100%	0%	84%
North America	from 25 to 35 years of age	Clerical worker	100%	0%	82%	100%	0%	18%
		Management	100%	0%	22%	100%	0%	78%
		Operator	100%	0%	3%	100%	0%	97%
		Professional	100%	0%	56%	100%	0%	44%
	Total aged between 25 and 35		100%	0%	40%	100%	0%	60%
	from 35 to 45 years of age	Clerical worker	100%	0%	80%	100%	0%	20%
		Management	100%	0%	29%	100%	0%	71%
		Operator	100%	0%	2%	100%	0%	98%
		Professional	100%	0%	51%	100%	0%	49%

Market	Age bracket	Professional Category	Women		Total Women	Men		Total Men
			Permanent	Temporary		Permanent	Temporary	
	Total aged between 35 and 45		100%	0%	31%	100%	0%	69%
	from 45 to 55 years of age	Clerical worker	100%	0%	90%	100%	0%	10%
		Management	100%	0%	14%	100%	0%	86%
		Operator	100%	0%	2%	100%	0%	98%
		Professional	100%	0%	48%	100%	0%	52%
	Total aged between 45 and 55		100%	0%	28%	100%	0%	72%
	over 55 years of age	Clerical worker	100%	0%	93%	100%	0%	7%
		Management	100%	0%	43%	100%	0%	57%
		Operator	0%	0%	0%	100%	0%	100%
		Professional	100%	0%	41%	100%	0%	59%
	Total over 55 years of age		100%	0%	32%	100%	0%	68%
	Under 25 years of age	Clerical worker	100%	0%	83%	100%	0%	17%
		Operator	0%	0%	0%	100%	0%	100%
		Professional	100%	0%	39%	100%	0%	61%
	Total under 25 years of age		100%	0%	22%	100%	0%	78%
Total North America			100%	0%	32%	100%	0%	68%
Oceania	from 25 to 35 years of age	Clerical worker	100%	0%	41%	100%	0%	59%
		Management	0%	0%	0%	100%	0%	100%
		Operator	100%	0%	24%	100%	0%	76%
		Professional	100%	0%	50%	100%	0%	50%
	Total aged between 25 and 35		100%	0%	42%	100%	0%	58%
	from 35 to 45 years of age	Clerical worker	100%	0%	100%	0%	0%	0%
		Management	0%	0%	0%	100%	0%	100%
		Operator	100%	0%	10%	100%	0%	90%
		Professional	100%	0%	27%	100%	0%	73%
	Total aged between 35 and 45		100%	0%	17%	100%	0%	83%

Market	Age bracket	Professional Category	Women		Total Women	Men		Total Men
			Permanent	Temporary		Permanent	Temporary	
	from 45 to 55 years of age	Clerical worker	100%	0%	100%	0%	0%	0%
		Management	100%	0%	100%	0%	0%	0%
		Operator	0%	0%	0%	100%	0%	100%
		Professional	100%	0%	60%	100%	0%	40%
	Total aged between 45 and 55		100%	0%	41%	100%	0%	59%
	over 55 years of age	Management	0%	0%	0%	100%	0%	100%
		Operator	0%	0%	0%	100%	0%	100%
		Professional	100%	0%	75%	100%	0%	25%
	Total over 55 years of age		100%	0%	43%	100%	0%	57%
	Under 25 years of age	Operator	0%	0%	0%	100%	0%	100%
		Professional	100%	0%	100%	0%	0%	0%
	Total under 25 years of age		100%	0%	61%	100%	0%	39%
Total Oceania			100%	0%	33%	100%	0%	67%
Overall total			95%	5%	22%	90%	10%	78%

(*) Data corresponding to 94.89% of the population

Distribution of workforce by country and working pattern

Country	Working pattern	Women	Men	Total
Spain	Full time	332	1,896	2,228
	Part time	19	27	46
Italy	Full time	16	41	57
	Part time	1	1	2
Belgium	Full time	5	13	18
	Part time	1	-	1
Netherlands	Full time	4	12	16
	Part time	1	-	1
Portugal	Full time	6	16	22
	Part time	1	-	1