




SALARY POLICY

Drummond Ltd. has designed a compensation arrangement that will attract, motivate, and retain the human talent necessary to meet the organization's objectives. The remuneration is complemented with a portfolio of extralegal benefits that have the goal of improving the quality of life of employees.

Drummond Ltd. aims at maintaining a competitive position in the market from the point of view of remuneration for its personnel. For that reason, it participates in salary studies organized by specialized firms and periodically carries out closed studies with the goal of constantly monitoring the remuneration levels practiced in the market.

The salary assignment at Drummond Ltd. also seeks to provide internal equality among its employees. Remuneration is determined by the job description and responsibilities assigned to each position, working to eliminate differences in salary related to aspects such as gender, race, ideology, age, religion and/or beliefs, and social classes.

In the same way and for the different features of compensation, Drummond Ltd. fully complies with the salary commitments it acquires in the collective employment agreements entered into with its trade unions.

Approved: 
Date: 2-19-14