

GENERAL BENEFITS



Parental leave and gradual return to work

COLOMBIA

Maternity leave: 18 weeks

Paternity leave: 8 days

Breast-feeding*

Gradual return to work: 4 hours per day the first week, 3 hours per day the second week, 2 hours per day the third week, and 1 hour per day from the fourth week until the child is one year old.

Coparenting: apply

DOMINICAN REPUBLIC

Maternity leave: 14 weeks

Paternity leave: 2 + 3* days

Breast-feeding*

Gradual return to work: 4 hours per day the first two weeks, 2 hours per day the second and third week, and 1 hour per day from the fourth week until the child is one year old.

Coparenting: not apply

HONDURAS

Maternity leave: 12 weeks

Paternity leave*: 5 days

Breast-feeding*

Gradual return to work: 4 hours per day the first week, 3 hours per day the second week, and 2 hours per day from the third week until the child is 9 months old.

Coparenting: not apply

PANAMA

Maternity leave: 14 weeks

Paternity leave: 3 days

Breast-feeding*

1 hour per day

Coparenting: not apply

PUERTO RICO

Maternity leave: 8 weeks

Paternity leave: 5 days

Breast-feeding*

Gradual return to work: 4 hours per day the first week, 3 hours per day the second week, and 2 hours per day the fourth and fifth weeks.

Coparenting: not apply

HAITI

Maternity leave: 6 + 6* weeks

Paternity leave*: 3 days

Breast-feeding*

1 hour per day for 3 months or 1 day per week for 3 months

Coparenting: not apply

FRENCH GUIANA

Maternity leave: 16 weeks

Paternity leave: 11 days

Breast-feeding*

1 hour per day until the child is one year old

Coparenting: not apply

SURINAME

Maternity leave*: 12 weeks

Paternity leave*: 2 days

Coparenting: not apply

ANTILLES

Maternity leave*: 13 weeks

Paternity leave*: 7 days

Breast-feeding*

Gradual return to work: 4 hours per day the first week, 3 hours per day the second week, 2 hours per day the third week, and 1 hour per day from the fourth week until the child is one year old.

Coparenting: not apply

* Additional benefits granted by the company

Additional parental leave benefits: Other benefits present in some countries are childbirth bonus for women or men, breastfeeding rooms, breastfeeding bonus for ten months for women or men, special parking spots, active parenting awareness program, more days leave if it is the second child, the inclusion of adopters of children under five years old, and others.

The total number of additional paid maternity leave and paternity leave in weeks offered to most of our employee's is 4.2 and 0.4, respectively.

EMPLOYEE SUPPORT PROGRAMS



GENERAL BENEFITS



Educational Sponsorships

The option to allocate resources from variable incentives to partially ensure the coverage of the family group's education. This sponsorship covers both tuition fees and tuition up to the contributed amount.



Marriage license

Some days off for marriage in accordance with the legislation of the countries to which this benefit applies. Applies to any union approved by law.



Life insurance

At Argos, we care about our employees and their families, so we seek with this benefit to provide economic stability to the employee's family members and/or dependents in the event of an adverse situation.



Sick leave

100% salary reimbursement in case of medical sick leave of not more than 180 days.



Group vehicle insurance

Possibility of including 1 vehicle in the company's group policy with a preferential rate and a 12-month interest-free credit.



Teleworking

Possibility to work from home a few days a week or autonomously, depending on the employee's choice.



Flexible working hours

Special schedules. 20% of the working day may be used for Master's and/or Doctorate studies.



Health insurance

Complementary health insurance for the employee and in some countries with coverage for his or her family group.



Restaurant services

Restaurant service for some operational and administrative employees covered by the company. Available in plants with restaurant service.

The benefits described above are not applicable in their entirety to all Argos territories, these are a summary of the main benefits our company offers in the different operations.