

In accordance with its human resources and social responsibility policy

Fidelidade offers Merit Awards to Employees' Children

The company promotes measures to encourage and support the personal and professional lives of its employees.

Lisbon, January 22, 2020 – Following its human resources and social responsibility policy, Fidelidade has been adopting the best organizational practices to support families, which contribute to the quality of life of its employees.

In order to reward the good school performance of young people, Fidelidade has just awarded 28 children of employees who distinguished themselves in the 9th-grade final exams and the 12th-grade national exams for the 2018/2019 school year.

Expecting this incentive may be a contribution in the pursuit of a project of personal accomplishment, the Fidelidade Merit Awards distinguished, with a total value of 23 thousand euros, ten students with an average of 5 in the 9th-grade final exams and 18 students with an average of 16 or more in the 12th-grade national exams, with monetary prizes of 500 euros and 1,000 euros, respectively.

To Joana Queiroz Ribeiro, People and Organization director at Fidelidade, "In Fidelidade we greatly value the welfare of employees and their families, so we promote the balance between professional and family life of each of our employees. With the Merit Awards, we not only distinguish the performance and school achievement of young people, but we also seek to motivate them to continue their school career successfully".

As part of its human resources policy, Fidelidade has been strengthening its family support measures. At the beginning of each school year, the leading insurance company in Portugal provides all employees, with children up to the age of 10, morning or afternoon exemption from the first day of school. It also supports funding for the purchase of School Books, to all employees who meet the defined requirements up to a maximum of 300 euros per child and grants school support between 40 euros and 110 euros per year to those with children of school age up to higher education.

Each Fidelidade employee is also entitled to seven hours per month for personal assistance due to family or own illness, 14 hours per year for absence for private reasons and a Home allowance of 30.40 euros monthly and for married employees or in a non-marital partnership and have dependent children.

Strengthening the commitment to always accompany the families, at any time, ensuring their protection, Fidelidade also guarantees its employees have the Insurance for Education Income

Life, which in case of the employee's death provides the payment of an annual income of 2,500 euros to the descendants attending an educational establishment, up to 18 years of age.

About Fidelidade

Fidelidade is the leading insurance company in Portugal, both in life and non-life, currently recording a market share of around 30.7%. The company is present in the various business segments of the insurance activity and benefits from the most extensive network in Portugal, with a presence in several countries, namely Angola, Cape Verde, Mozambique, Spain, France, Macau, Peru, Bolivia, Paraguay and Chile.

Fidelidade operates based on a defined and continued "Customer-Centric Approach" strategy, in which customers effectively come first. The fact that it attaches crucial importance to the quality of the service it provides and its comprehensive and innovative offer make Fidelidade one of the most awarded insurance companies in Portugal, as well as internationally. In 2014, Fidelidade was distinguished by the "Efma Accenture Innovation Awards", in the "sustainable business" category, with its 'WeCare' project, which aims to support the correct reintegration of people who have been victims of serious accidents that have jeopardized their physical, economic and social rehabilitation.

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