



## MANAGEMENT POLICITY

New Tandem is constituted to provide a comprehensive service in the management of HR - Selection of middle managers and executives, recruitment of personnel, Training and Coaching -; we are also the integral solution of human resources for foreign companies not implemented in Spain (Employer of Record (EOR)<sup>1</sup>)

Our operative divisions, perfectly differentiated, work with a common objective:

Offer the highest quality and efficiency to our clients in recruitment,  
selection and management of your staff

Our team of professionals with more than 20 years of experience is involved and committed with their work, and has extensive knowledge of the sector. A team oriented to people and business results are the differentiating characteristics of our company, offering the highest quality and service.

At New Tandem, a determined effort is made to adapt to the labour market and current reality, becoming a versatile company, continuously adapting to contribute to the progress of our clients' business and employees, integrating sustainability principles. In our concern to offer a unique experience, we consider individuals as a determining factor to achieve the leadership of our customers. We must empower people, look at them individually, since it is not the companies, but the people who lead development.

We work with cutting-edge companies and leaders in the labour market and fiscal policy and select the perfect candidate through professional and psychological criteria. We look for the best profile that fits the job description.

We are members of the Association of Temporary Employment Companies (ASEMPLEO) that ensures the quality of temporary work and establishes a source of dialogue among its members about the main issues in our field.

In order to fulfil our commitment to our customers, candidates, social agents and other interested parties, fulfilling our commitment to the environments protection, including pollution prevention, as well as to comply with the legal requirements and other applicable regulatory requirements to continuously improve the performed management and environmental performance, it's been decided to implement an environmental and quality management system in accordance with the standard ISO 9001 and ISO 14001.

Almudena Herrera

CEO

1.The simplest definition is a third-party local entity, placed as intermediary in an existing employee-employer relationship. The EOR is charged with carrying out the legal and regulatory requirements of immigration, employment and payroll, but does not have any supervisory or management role vis a vis the employee's position

