



Inversiones Jacar, S. A.
"El Faro Estate"
El Palmar, Quetzaltenango

No employee will work more hours than those provided for in the labor laws. Overtime payment is made pursuant to the Internal Employment Regulations, authorized by the Department of Labor and Social Security.

Forcing employees to work overtime is forbidden. The company guarantees its employees the right to choose whether or not they wish to work overtime, except in case of emergency. If there is an emergency, the company will require the services of the employees, and such services will be compensated accordingly. All issues regarding wages and overtime are governed by the Internal Employment Regulations, available to all employees.

However, Inversiones Jacar, S. A. considers that working overtime is not administratively efficient, and therefore, it instead chooses to pay employees benefits that exceeds the minimum required by law, which, in addition, are constantly improving. Likewise, the company awards continuous promotions and training in order to upgrade the condition of all employees. For these reasons, the company does not believe in overtime, and encourages a labor force that, by conviction, works the hours that are necessary to achieve the objectives, which inures to the benefit of all employees.

General Manager

Human Resources

Employee