

# Internal communication



During these months working at home, internal communication has been vital to feel we are more united than ever. Through close communication we wanted to strengthen the message that Innova is just one and every employee is key for the organisation.

In the words of **María Luisa Paradinas**, Business Development, Marketing and Communication Assistant Director: "communication has been, is and will be a key element (...). Communication makes us feel we are all together and keep on fighting together."

This year we have sent **74 corporate notices** where we have tried to keep all our employees and all our offices connected and timely informed.

Moreover, we have carried out a series of Team Motivation initiatives:



The company has turned **16 years old** under very different circumstances from those of our 15<sup>th</sup> anniversary celebration.

We have made a series of improvements for the whole team:

**Innova Community:** We have upgraded and improved our corporate environment to connect all employees and departments, providing a comprehensive vision of all the tasks done in our working day, thus generating quicker and better communication between all of us.

**Allegation Channel:** We have implemented this digital tool for allegations with the aim of fostering and protecting a work environment where employees' rights and dignity are respected, adhering to the strictest standards as for regulatory and ethical compliance.

**Suggestion Box:** We have developed this new communication channel to know your proposals and initiatives concerning improvements which add value to Innova and all its employees. Moreover, we intend to promote a more agile, direct and transparent internal communication.

Despite physical distance, we have been more united than ever, with **+500 daily Teams connections**. It has been an intense year and still is, since we continue working remotely, but rowing in the same direction.



*Away but closer than ever!*