

MGL. BUILDING COMPANY

Company Handbook

María García Lloris

Company Background

MGL was founded in 2006 as a private limited company. The company was settled by María García Lloris and Cristina Ferreiro, so the company is shared by two people.

Since the origin the company has been growing constantly. Our annual turnover is about 30 million EUR. We operate in the whole Denmark, but the headquarters are located in Horsens, Denmark.

MGL is mainly engaged in Project via main contractor, which the company takes part in all Works relative to soil works, sewer Works, concrete works and concrete element works.

The company is used to participate in selective tendering.

Introduction

This handbook is describing the company's policies for the workers. The policies are based on normal Danish rules of employment.

Condition for salary and employment

MGL are paying the craftsmen by the hour. Their salary is discussed once a year based on their work effort and other employees are salaried employee. MGL pays their employees according to experience and time in the company. MGL construction also gives some necessary training for the new employees in the company.

Working time

The working time is following the Danish code of law. On weekdays the work starts at 07.00 o'clock until 16.00, breaks are from 09.00-09.30 and 12.00-13.00.

Holiday

All workers can have as many holidays as their union allows, the days must be planned together with the nearest superior, so the holiday doesn't conflict with the company projects.

Illness

Illness is handled following the Danish code of law. In case of illness it must be reported to the secretary before 07.00, even though that it's for several days. If the illness takes more than 5 working days the worker must show a medical certificate stating the illness.

Conditions for insurance

All employees are included in the companies insurances, which are responsibility, accident, life assurance and disabled insurance.

Trainees

I&S Construction will try to fill as many trainee positions as possible. In that way the company has the possibility to hire people that know the company and the company knows. This also gives access to people in the vacation time, times with excessive workload and in case of long term sickness of employees.

Termination of employment

At the beginning of the employment there will be made an agreement between the company and the employer, if one of the parts wants to terminate the co-operation it can only be done according to the agreement.

Organisation Chart

