

According to GPTW, Santander Uruguay is 'The best bank to work for 2018'

The Bank was ranked the seventh best company to work for in Uruguay in the 2018 Great Place To Work ranking.

29/11/2018 According to the annual survey conducted by the *Great Place To Work* institute, in which 95% of the people of the Bank participated, the Bank ranks among the best companies to work for in Uruguay. In addition, Santander is the only bank in the ranking. Experts have defined Santander as a company that encourages trust, pride and camaraderie.

This form of recognition is given on a yearly basis to the Uruguayan companies that have the best workplace atmosphere in terms of levels of trust and quality of the relationship between employees and their leaders, in addition to the policies and practices of each company.

Juan Carlos Chomali, Country Head of Uruguay, gave his opinion about this and talked on behalf of the people working at Santander Uruguay. Firstly, he thanked *Great Place To Work* for such recognition and for collaborating in internal atmosphere management matters. Secondly, he highlighted: "Culture starts with people. The key to our achievements is and will continue to be a solid culture based on teamwork. Success cannot be achieved if there is no team, with no purposes that drive us to achieve results or solid strategies. Recognition makes us proud and encourages to continue working on this path: to make Santander an excellent place to work, in which professionals can progress and grow in their careers, making our customers satisfied".

Moreover, Carmen Farina, Director of Human Capital, mentioned that there are four determining factors that have put Santander Uruguay in the *ranking*: openness to dialogue and transparent exchange, a flexible environment that drives us to excel while enjoying our day-to-day work, the experience of the cultural pillars we choose, building teams with an approach based on trust . In this respect, she mentioned that: "Our goal and priority is to become the best bank to work for.

Since 2015, we have firmly set out to listen to our teams and to share as a means to make progress. Surveys and personal meetings are essential to identify on what areas we need to improve. We are happy to know that we continue to make progress on the right path and that we are achieving our purpose. The recognition given by *Great Place To Work* is something that will drive us to continue helping people prosper".