

EQUALITY PLAN

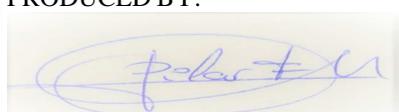
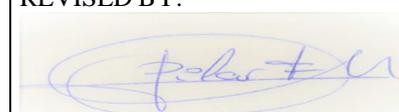


INDEX

| | |
|----------------------------------------------------------|----|
| 1. ACT OF ESTABLISHMENT OF THE EQUALITY COMMISSION | 2 |
| 2. MANAGEMENT COMMITMENT | 3 |
| 3. PRESENTATION AND GOALS | 4 |
| 4. DEFINITIONS | 6 |
| 5. SCOPE OF APPLICATION AND VALIDITY | 12 |
| 6. DIAGNOSTIC REPORT | 12 |
| 7. SPECIFIC OBJECTIVES, AREAS OF ACTION AND GOALS | 14 |
| 8. MONITORING AND EVALUATION OF THE PLAN | 19 |
| 9. ANNEXES | 19 |

This document is restricted to use by FERPI personnel. The copies issued are subject to a controlled distribution system and the making of additional copies is prohibited.

| EDITION | EFFECTIVE DATE | AFFECTED PAGES | OBSERVATIONS |
|---------|----------------|----------------|--------------|
| 01 | October 2020 | All | Issue |
| | | | |
| | | | |

| | | |
|----------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| PRODUCED BY:  <i>IN CHARGE OF THE SYSTEM</i> | REVISED BY:  <i>IN CHARGE OF THE SYSTEM</i> | APPROVED BY:  Ferpi, Transportes y Obras, S.A. Joaquín Carreira Garrido joaquincg@ferpi.es Tf. +34 910 59 85 20 <i>SITE MANAGER</i> |
|----------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

1. ACT OF ESTABLISHMENT OF THE EQUALITY COMMISSION

As a development of article 46 of Organic Law 3/2007, of March 22, for the effective equality of women and men, the Joint Equality Commission is constituted in the company FERPI, SA, which allows jointly addressing the elimination of any form of discrimination or inequality based on sex.

The Objective of this Commission is to elaborate and implement an Equality Plan for the detection and correction of possible discrimination or inequalities, likewise, it will develop actions that promote equal opportunities between women and men, within the work centers of the company **FERPI, SA**

In application of article 46 of Organic Law 3/2007 of March 22, for the effective equality of women and men,

The parties agree:

- 1.- Formalize the constitution of the Joint Equality Commission
- 2.- The Committee will be made up of 4 members of the company FERPI, S.A., of which 2 members are part of the Management.
- 3.- The signatory parties agree to hold a semiannual meeting.
- 4.- The meetings will be held at Calle Paulina Canga, 20, Gijón.
- 5.- Minutes will be drawn up of each meeting with the contents of the deliberations and with a specific expression of the agreements reached.

Gijón, 15th September 2020

2. MANAGEMENT COMMITMENT

FERPI, S.A. declares its commitment to the establishment and development of policies that integrate equal treatment and opportunities between women and men, without directly or indirectly discriminating on the basis of sex, as well as the imposition and promotion of measures to achieve real equality within of our organization, establishing equal opportunities between women and men as a strategic principle of our Corporate and Human Resources Policy, in accordance with the definition of said principle established by Organic Law 3/2007, of March 22, for the effective equality between women and men.

In each and every one of the areas in which the activity of this company is developed, from recruitment to promotion, through salary policy, training, working and employment conditions, occupational health, organization of working time. work and conciliation, we assume the principle of equal opportunities between women and men, paying special attention to indirect discrimination, understanding by this "The situation in which an apparently neutral disposition, criterion or practice places a person of one sex at a particular disadvantage with respect to persons of the other sex ”.

Regarding communication, both internal and external, all decisions taken in this regard will be reported and an image of the company will be projected in accordance with this principle of equal opportunities between women and men.

The principles enunciated will be put into practice through the promotion of equality measures or through the implementation of an Equality Plan that entail improvements with respect to the present situation, arbitrating the corresponding monitoring systems, in order to advance in the achievement of real equality between women and men in the company and, by extension, in society as a whole.

To carry out this purpose, there will be legal representation of workers, not only in the collective bargaining process, as established by Organic Law 3/2007 for effective equality between women and men, but throughout the process of development and evaluation of the aforementioned equality measures or Equal Opportunities Plan.

SIGNED BY MANAGEMENT



Ferpi Transportes y Obras, S.A.
Joaquin Correa Camido
joaquin.correa@ferpi.es
TF 910 59 85 20



FERPI
TRANSPORTES Y OBRAS, S.A.

Gijón, 15th September 2020

3. PRESENTATION AND GOALS

a) PRESENTATION

FERPI TRANSPORTES Y OBRAS, S.A. was born in the 60s as an earthmoving company. Since then it has been expanding its business areas both in terms of the magnitude of the work carried out and its geographical coverage, executing works anywhere in Spain and abroad.

Within the construction sector, FERPI TRANSPORTES Y OBRAS, S.A. has constantly renewed its machinery park, specializing in large infrastructures, and particularly, in those works that require the movement of large volumes of material in the shortest execution times.

At the same time, FERPI TRANSPORTES Y OBRAS, S.A. has been expanding its fields of action in order to offer a greater **coverage of services** to our clients. Today we develop our activity in the following activities:

- Earthmoving.
- Mining.
- Drilling and blasting.
- Soil stabilization
- Environmental actions.

The expansion of services is an adaptation with efficiency and readiness to the new times to continue providing a quality service and fulfilling the commitment to offer our clients maximum satisfaction.

The recent incorporation to a powerful group of companies opens a range of possibilities by betting on the empowerment of this segment of the company, incorporating new means of production and strengthening the human group with knowledgeable personnel of the sector who currently carry out their work in other companies of the group

b) OUR VALUES

- ✓ Quality of customer service
- ✓ Professionalism
- ✓ Teamwork
- ✓ Creativity and innovation
- ✓ Compliance with all legal and regulatory requirements that apply to us
- ✓ Spirit of overcoming and continuous improvement of our quality levels in the execution of works

EQUALITY PLAN



- ✓ Effective equality between men and women through the Equality Plan

The development of equality policies in the company has its maximum exponent in an Equality Plan, as a tool that allows progress towards the achievement of real and effective equality between women and men, integrating the gender approach in all management areas of the company.

Thus, **FERPI, S.A.** has drawn up its first Equality Plan, in order to facilitate the path to real equality within this company.

Since the beginning of the activity of **FERPI, S.A.** until now, we are firmly committed to the values and principles related to the enhancement of the individual rights of all our staff, and especially those related to privacy, dignity and equal opportunities. All of this to achieve a work environment in which the fundamental thing is respect between people, avoiding all discriminatory behaviors.

We are convinced that the application of the Equality Plan will be a strategic measure to increase the organizational effectiveness of human resources, and that its implementation will affect the productivity of the workforce and, consequently, the productivity of the company.

As a preliminary step, a diagnosis was carried out that has made it possible to know the reality of the workforce, detect the needs and define the Objectives, establishing the mechanisms that allow the development of the proposals of this Equality Plan.

In view of the results of the diagnosis, those aspects that we consider weaken the establishment of equal opportunities policies, are precisely the absence of women in our area of workers in the workforce. This is mainly due to the almost zero demand for female employment in this area, and not so much to the little supply that may exist.

4. DEFINITIONS

MORAL HARRASMENT: (“mobbing” when it happens at work). Se trata de una situación en la que una persona o grupo de personas ejercen sobre otra una violencia psicológica. Para que se produzca una situación de mobbing, es necesario que se produzca en el trabajo, que la conducta sea sistemática y prolongada en el tiempo, y que exista menoscabo de la integridad moral y dignidad de la persona.

POSITIVE ACTION: strategy aimed at establishing equal opportunities between women and men through measures that make it possible to contrast and correct those discriminations that are the result of social practices. Its purpose is to set up specific programs, of a fixed duration, that neutralize the existing inequalities between women and men in different areas.

SEXUAL HARASSMENT: any unwanted verbal, non-verbal or physical behavior of a sexual nature, with the purpose or effect of undermining the dignity of the person, creating an intimidating, hostile, degrading, humiliating or offensive environment.

GENDER ANALYSIS: study of the differences in conditions, needs, participation rates, access to resources, control of assets, decision-making power, etc., between men and women due to the roles that have traditionally been assigned to them.

ANDROCENTRISM: It comes from the Greek Andros (man) and defines the male gaze at the center of the Universe, as a measure of all things and a global representation of humanity, hiding other realities, including that of women.

GENERIC ASYMMETRY: Equality, hierarchical and oppositional relationships based on the assumption of the different nature of men and women, which configure the differential psychological contents of masculinity and femininity and which have implications in the construction of subjectivity.

INDIVISIBLE BARRIERS: attitudes resulting from traditional expectations, norms and values that impede the training (of women) for decision-making processes and / or for their full participation in society.

CLASSIFICATION: professional classifications generally depend on two factors: the appraisal and the system used. Both factors have the risk of containing subjective elements that "slide" the results.

CO-EDUCATION: educational method based on the principle of equality between the sexes and non-discrimination based on sex.

WORK AND FAMILY LIFE CONCILIATION: introduction of systems of leave for family reasons, parental leave, care for dependents and creation of a structure and organization of the work environment that makes it easier for men and women to combine work and family responsibilities.

FAMILY CORRESPONSIBILITY: a concept that goes beyond mere conciliation and that implies sharing family responsibilities. Co-responsible persons have the same duties and rights in their capacity to respond for their actions in the situations or infrastructures under their charge.

QUALIFICATION: it determines what conditions are essential for the performance of an activity, when qualification is confused with training (that is, with a degree) there is a risk of considering a series of activities as unskilled jobs

CULTURE: it is the set of all the forms and expressions of a given society. As such it includes customs, practices, codes, norms and rules of the way of being, dress, religion, rituals, norms of behavior and belief systems.

QUOTA: system by which percentages of participation of disadvantaged groups (in this case due to sex) are established in the areas in which they are underrepresented, with the aim of achieving their full equalization.

DIFFERENCE: it designates those characteristics that an individual or a group possesses and that distinguishes it. It is what allows the construction of the general identity.

FEMALE DIRECTION: management style mostly associated with women and defined by being open, flexible, focused on people and their individual needs, by promoting teamwork, participation and cooperation among its main characteristics.

GENDER DISCRIMINATION: any distinction, exclusion or restriction based on sex that has the object or result of diminishing or nullifying the recognition, enjoyment or exercise of human rights and fundamental freedoms in the political, social, labor, cultural and civil sphere, or in any sphere, based on the inequality of men and women.

DIRECT DISCRIMINATION: situation in which a person is, has been or may be treated less favorably than another, in a comparable situation on the basis of sex.

INDIRECT DISCRIMINATION: it refers to the situation in which an apparently neutral disposition, criterion or practice places people of a certain sex at a particular disadvantage compared to people of another sex.

EMPOWERMENT: it refers to the process by which both men and women take control over their lives: they set their own agendas, acquire skills (or are recognized for their own skills and knowledge), increasing their self-esteem, solving problems and developing self-management. It is a process and a result.

GENDER EQUALITY: it refers to justice in the treatment of men and women, according to their respective needs. Based on this concept, the same or different treatments can be included although considered equivalent in terms of rights, benefits, obligations and opportunities. In the context of development work, a gender equity goal often includes measures designed to compensate for the historical and social disadvantages of women.

STEREOTYPE: modes of action considered correct, attributable to a specific role, in a society and at a given time.

GENDER STEREOTYPE: set of psychological and physical qualities and characteristics that a society assigns to men and women.

They establish a model of being a man and a model of being a woman, socially validated and that, based on that constructed topical vision, establish an unequal system of relations between both sexes and between each of them with the world.

GENDER IMPACT ASSESSMENT: examination of proposals and decisions to be taken to analyze whether they affect women differently than men, in order to adapt them to neutralize discriminatory effects and promote equality between men and women.

FEMINISM: It comes from the French word feminism, which means "womanism", which was established at the beginning of the 19th century and referred to those who defended the rights of women. One of the many meanings of the concept refers to "the need to change the condition of subordination of women, as a full requirement for the full development of her potential."

Other efforts to argue the concept in a much more solid way argue that feminism comprises several elements that range from a doctrinal point of view, as a social movement, as a claiming category, and perhaps as a political approach to change.

Thus, as a doctrine, feminism advocates the equality of social and political rights of women with respect to men; as a social and organized movement for the realization of those rights; then as a struggle to vindicate the demands of the women's collective and the theoretical approaches that they have created; and, finally, as a political argument that highlights the need for a "profound change" to ensure equity.

MANAGEMENT: it determines the strategy to follow to obtain optimal results. This optimization will depend on the "focus" to be considered, quantity of product, quality of the product, quality of the process, of the service, and economic gain.

GENDER: concept that refers to social differences (as opposed to biological ones) between men and women that have been learned, change over time and present great variations both between different cultures and within the same culture.

IDENTITY: It is a concept that refers to the specific individual with their specific characteristics, that is, the specific person and not another.

GENDER IDENTITY: It alludes to the way in which being a man or a woman is socially prescribed by the combination of role and status, attributed to a person based on their sex and which is internalized by each person. The identities and roles attributed to one of the sexes are complementary and interdependent with those assigned to the other; thus, for example, dependence in women and independence in men.

SEXUAL IDENTITY: It is the own and immutable conscience of belonging to one sex or another, that is to say, to be male or female.

GENDER EQUALITY: It is based on the postulate that all human beings, both men and women, have the freedom to develop their personal abilities and to make choices without being limited by stereotypes, rigid gender roles, or prejudices. Gender equality implies that the specific behaviors, aspirations and needs of women and men have been considered, and that they have been valued and favored in the same way. It does not mean that men and women have to become the same, but that their rights, responsibilities and opportunities will not depend on the fact that they were born male or female.

EQUAL OPPORTUNITIES BETWEEN MEN AND WOMEN: absence of any barrier, which, based on the sex of the person, prevents their economic, labor, political and social participation.

EQUAL TREATMENT BETWEEN MEN AND WOMEN: absence of discrimination, direct or indirect, for reasons of sex.

GENDER INDICATORS: they are instruments that make it possible to measure and understand the situation of women in gender relations, based on the identification of the fundamental elements that support and justify the situations of inequality that exist between women and men. They allow knowledge of the factors of inequality, awareness and action on these factors in order to modify them. Gender indicators allow an analysis to be carried out that indicates: What is happening? Who is it happening to? How? When? How is it happening? Why is it happening? How affects? What effects does it have?

TRANSFORMATIONAL LEADERSHIP: set of capabilities that allow the identification of changes and design actions to deal with them effectively.

It increases the level of performance, promotes the development of individual team members while that of groups and the organization as a whole motivates them to transcend their own interests for the good of the organization and the team.

GENDER MAINSTREAMING: equal opportunities strategy based on the introduction of the gender perspective in a transversal way in all the policies and practices of the organizations and institutions.

MACHISM: Sociocultural phenomenon that exalts masculine values, manhood, virility, the power of men, expressed with violence, force and, above all, the attitude of superiority and dominance over women.

MASCULINE: set of actions considered appropriate for men; it is a gender stereotype.

MISOGYNY: it refers to the hatred, rejection, aversion and contempt of men towards women and, in general, towards everything related to the feminine.

NEO-SEXISM: set of beliefs especially related to the organizational and labor field, and increasingly widespread in developed countries, according to which discrimination against women is no longer a problem, women are pushing too hard and many of their recent achievements are undeserved. This ideology contributes to the maintenance of the status quo, that is, to the perpetuation of the subordination and subjugation of women as a group.

MENTORING: help that one person provides to another to progress in their knowledge, their work or their thinking.

GENDER PERSPECTIVE: take into account and pay attention to differences between women and men in any given activity or policy area.

POLICIES OF EQUAL OPPORTUNITY BETWEEN WOMEN AND MEN: considered as one of the fundamental pillars of the European Union policies and assumed as such by the Member States, they are those that promote a social context open to the existence of “real equality”, which entails similar opportunities for women and men, to progress in the social, economic and political spheres, without sexist attitudes and stereotypes limiting their possibilities.

PREJUDICE: the admission of derogatory attitudes and beliefs, the expression of negative affection or the manifestation of discriminatory behaviors towards the members of a group by virtue of their belonging to said group.

ROLE: character or label that defines our supposed obligations and our supposed expectations; it is always built according to the environment and they constitute people as multidimensional beings.

ESTABLISHED ROLES ACCORDING TO SEX: guidelines of action and behavior assigned to men and women, respectively, and that govern relationships between people, and according to which different jobs and value, responsibilities and obligations are attributed to one and the other.

BENEVOLOUS SEXISM: A set of interrelated attitudes towards women that considers them in a stereotypical way and limited towards certain roles (mother, wife), but which has a positive affective tone for the perceiver and tends to arouse in him behaviors considered pro-social (for example. help) or seeking intimacy (for example, self-disclosure).

HOSTILE SEXISM: attitude of clear antipathy and rejection towards women, especially towards those who are perceived as threatening to the superiority or dominance of men (for example, feminists, professionals).

SEX: It is a concept of biology that indicates the genetically determined and genetically transmissible characteristics and, therefore, basically unchangeable, based on which we classify living beings into males and females.

GLASS CEILING: GOALphor that reflects the invisible barriers that prevent women with high qualifications and personal and professional capacity from accessing and promoting the highest levels of management and responsibility.

5. SCOPE OF APPLICATION AND VALIDITY

This Equality Plan is applicable to all present and future personnel of the company **FERPI, S.A.**, regardless of the type of contract, day and shift.

The validity of this Equality Plan is three years, from the moment it is signed, with the commitment to monitor it annually, to review it throughout the scheduled meetings, as well as at the request of each of the parties.

a) **IMPLANTATION**

The implementation phase will begin once this Plan is ratified by the Equality Commission.

During the period of time in which the Plan has been drawn up, some actions have already been implemented. It will begin with the dissemination to all areas of the company and its publication internally.

6. DIAGNOSTIC REPORT

Prior to the preparation of the Equality Plan, a diagnosis of the company's situation has been carried out, in relation to equal opportunities and reconciliation of family and work life as a basis for such implementation.

In the development of our initial diagnosis, the suggestions made by the INSTITUTO DE LA MUJER (Ministry of Labor and Social Affairs) have been taken into account in the structure of the Plan, as well as the Objectives and concrete measures.

In order to carry out the diagnosis, information has been compiled on the situation of women and men in relation to equal opportunities within the company. They are listed in **ANNEX I** (Questionnaire for diagnosis) and **ANNEX II** (Company and workforce data)

a) **EMPLOYEE SURVEY**

The results of the survey promoted by the Equality Commission of the company are shown below:

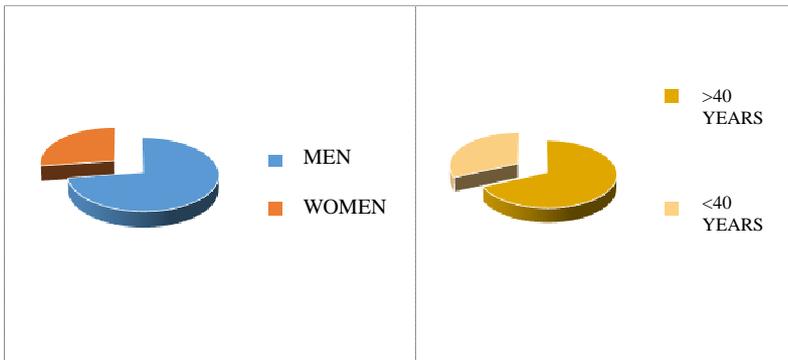
- ✓ Response rate 62.8% of the workforce.
- ✓ Most of those who have responded are men and employees between 35 and 45 years old
- ✓ Employees are not aware of all current reconciliation measures.
- ✓ Most are not aware of the work carried out by the Directorate General for Women in favor of Equal Opportunities between women and men.

EQUALITY PLAN



- ✓ To the questions: Do you think it is appropriate to develop programs that promote Equal Opportunities in the world of work in general between women and men? Do you think it is appropriate to carry out initiatives that promote real equality between women and men in your company? Most of them believe that it is.
- ✓ Most believe that their company projects a positive image towards Equal Opportunities abroad.

The graphs extracted from these surveys are shown below:



Are you aware of the work carried out by the Directorate General for Women in favor of equal opportunities between women and men?



Do you think it is appropriate to develop programs that promote Equal Opportunities in the world of work in general between women and men? Do you think it is appropriate to carry out initiatives that promote real equality between women and men?



Do you think that your company projects a positive image towards Equal Opportunities abroad in relation to the following groups?



7. SPECIFIC OBJECTIVES, AREAS OF ACTION AND GOALS

In order to continue advancing in the achievement of the General Objective, specific Objectives are established with their goals, within each area of action.

Areas of action:

1. Access to employment
2. Education
3. Promotion
4. Salary
5. Co-responsibility and work, personal and family conciliation
6. Prevention of harassment situations
7. Communication
8. Corporate social responsibility
9. Occupational health and safety

In each of the areas, a set of specific actions have been established to be implemented in order to achieve the Objectives set.

In addition, indicators are determined to measure the achievement of the Objectives.

Specific Objectives and goals:

AREA 1: ACCESS TO EMPLOYMENT

OBJECTIVE: Guarantee that the selection of personnel in the company and the hiring process does not contain elements of direct or indirect discrimination.

- GOAL 1: Hiring policy: agree a maximum hiring quota of 50% in the Administration area (applicable for each of the sexes)
- GOAL 2: Awareness and training: on equal opportunities

EQUALITY PLAN



- GOAL 3: Do not use sexist language or stereotypical images in job offers
- GOAL 4: Job profiles adjusted to equal opportunities and without discriminatory treatment according to the PG-04 HR procedure, including non-sexist language in its definition

Indicator: NUMBER OF FEMALE AND MALE WORK APPLICATIONS SUBMITTED.
NUMBER OF FEMALE AND MALE APPLICATIONS IN ADMINISTRATION SUBMITTED.

AREA 2: EDUCATION

OBJECTIVE: Incorporate the gender perspective in all training actions and courses that the company directs to the workforce.

- GOAL 1: Preparation of "Decalogue of equal opportunities"
- GOAL 2: Training and sensitization of staff in actions of equal opportunities through internal talks and communications
- GOAL 3: Offer clear and accessible information to the entire staff of the training offer, publicly announcing the training courses carried out by the company, ensuring that the calls are known by all staff
- GOAL 4: Provide training, as far as possible, in the workplace and during working hours to facilitate access and participation of workers (example: save on Friday afternoons)

Indicator: NUMBER OF ACTIVITIES AND PARTICIPANTS IN AWARENESS ACTIONS

AREA 3: PROMOTION

OBJECTIVE: Encourage the promotion of people to the different professional groups, functions and positions in which they are represented.

- GOAL 1: Objective criteria for the promotion of personnel based on the requirements established in the job profile in terms of education, experience and personal qualities
- GOAL 2: Internal promotion of personnel based on their performance (ex: from laborer to officer)

Indicator: NUMBER OF WORKERS PROMOTED DISAGGREGATED BY SEX

AREA 4: SALARY

OBJECTIVE: Establish a remuneration policy according to the professional classification based on professional groups and categories regardless of the gender of the personnel who occupy them.

- GOAL 1: Permanently approve the travel bonus.
- GOAL 2: Thoroughly apply an Objective remuneration policy in accordance with the collective agreement of the construction and public works sector for both men and women, without gender discrimination
- GOAL 3: Check that the salary concepts are the same for women and men

Indicator: NUMBER OF WORKERS WHO ENJOY THE PLUS DISAGGREGATED BY GENDER AND IF THEY STAY OVERNIGHT OR NOT

AREA 5: CORRESPONSIBILITY AND LABOR, PERSONAL AND FAMILY CONCILIATION

OBJECTIVE: Promotion of a culture that facilitates conciliation and joint responsibility, ensuring that the exercise of these rights does not have negative consequences in the professional sphere.

- GOAL 1: Flexible hours in structural positions that can be given and continuous schedules for reasons of family conciliation.
- GOAL 2: Measurement of work environment and taking actions.
- GOAL 3: Leave will be granted for family reasons, in addition to guaranteeing the right to reserve the job during the entire period of leave for the care of dependents or other reasons.
- GOAL 4: Maintain the right to all social benefits, as if active, during periods of suspension due to risk during pregnancy or breastfeeding, as well as for maternity or paternity and during leave for the care of children or other family members.
- GOAL 5: Preparation of "Decalogue of equal opportunities"

Indicator: NUMBER OF PEOPLE WHO HAVE ENJOYED THE DIFFERENT CONCILIATION MEASURES DISAGGREGATED BY SEX AND PROFESSIONAL CATEGORY

AREA 6: PREVENTION OF HARASSMENT SITUATIONS

OBJECTIVE: Prevent conduct that involves sexual harassment or for reasons of sex, to any of our employees.

- GOAL 1: Preparation of "Protocol against workplace harassment", with the aim of showing the commitment to the prevention and elimination of harassment based on sex and sexual harassment.

EQUALITY PLAN



- GOAL 2: Effective communication of the declaration of principles to all workers, emphasizing the responsibility of each of the parties to guarantee a work environment free from harassment, thus promoting a climate in which it cannot occur..
- GOAL 3: Raise awareness through talks to all staff about the need to establish treatment based on equality and mutual respect, regardless of sex, preventing behaviors that involve sexual or sex harassment of any of our employees.
- GOAL 4: Adapt the company's facilities to the presence of women (changing rooms and services in construction sites and offices)

Indicator: NUMBER OF CASES THAT HAVE BEEN GIVEN AND THEIR RESOLUTION

AREA 7: COMMUNICATION

OBJECTIVE: Adopt a non-sexist language and image and participate in the dissemination and communication of the equality plan.

- GOAL 1: Communication to all interested parties about the development of the equality plan on our website, openly and explicitly reflecting the company's support for equal opportunities policies for men and women.
- GOAL 2: Organize informative sessions aimed at all company personnel in which the reasons and the Objectives of the equality plan are explained (through the preparation of questionnaires and internal communications).
- GOAL 3: Appoint a person responsible for the plan in the company. Its functions include those of monitoring the planned actions, advising staff on their implementation and processing complaints about discriminatory treatment in the company.
- GOAL 4: Use non-sexist language in writing of both internal and external communications.
- GOAL 5: Review and correct the contents of the company's website and dossier using non-sexist images and language.
- GOAL 6: Prepare and communicate "Communication Protocol" in the company both internally and externally.
- GOAL 7: Establish permanent information channels on the integration of equal opportunities in the company: suggestion boxes, notice board.

Indicator: NUMBER OF SUGGESTIONS RECEIVED

AREA 8: CORPORATE SOCIAL RESPONSIBILITY

OBJECTIVE: Assume the responsibility of the company regarding its participation in society as a fundamental agent for the implementation of equal opportunities.

- GOAL 1: Project an image for equality towards clients, other companies and the general public, carrying out actions for social integration, such as:
 - 1) Hiring of people with foreign nationality or over 50 years of age.
 - 2) Hiring of people and suppliers in the area where the work is carried out.

3) Commit to the environment and the health and safety of workers, through ISO 14001: 2015 and ISO 45001: 2018 certification

- GOAL 2: Support people who are victims of gender violence from and within the company, allowing flexible hours and working conditions that promote their Protection.
- GOAL 3: Encourage the development and implementation of a total quality and excellence system in the company that considers equality management among its requirements.

Indicator: NUMBER OF PEOPLE WHO HAVE REQUESTED SUPPORT MEASURES

AREA 9: OCCUPATIONAL HEALTH & SAFETY

OBJECTIVE: Facilitate the necessary means for equality in occupational health conditions, avoiding those working conditions that may affect health and physical and mental well-being in the workplace.

- GOAL 1: Evaluate occupational risks (depending on the job position) and prevention plans including attention to risks for the incidence of accumulated stress, in addition to evaluating risks of musculoskeletal injuries that mainly affect women, and ergonomically adapt the workstations.
- GOAL 2: Ergonomically adapt the furniture, clothing, utensils, screens, etc., used by the staff in their daily tasks to the specific body characteristics of each man and / or woman.
- GOAL 3: In the event of pregnancy, prevent women from being exposed to situations that may entail danger for the future daughter or son, including changing positions if necessary
- GOAL 4: Granting permits to pregnant workers to attend courses on childbirth preparation and to those workers who request it.

Indicator: NUMBER OF SICK LEAVE DISAGGREGATED BY SEX

8. MONITORING AND EVALUATION OF THE PLAN

The purpose of the evaluation is to assess the adequacy of the actions carried out. The monitoring and evaluation phase will allow us to know the development of the Equality Plan, as well as the results obtained in the different areas of action during and after its development and implementation.

The monitoring phase will be carried out every six months, and the results of the monitoring will be an integral part of the evaluation.

In order to provide the Equality Plan with the greatest possible objectivity, the evaluation will be carried out by the company's Commission. The method to be used will be the collection of information during the entire time that the development of this Equality Plan covers, which will allow monitoring of the implementation of equality and conciliation actions.

9. ANNEXES

Annex I: QUESTIONNAIRE FOR DIAGNOSIS

Annex II: COMPANY AND STAFF DATA