



EURECAT'S GENDER
EQUALITY PLAN (2021 -2024)



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PRESENTATION

At Eurecat we aim to promote and ensure equality among the people who make up our business community. With this goal in mind, the Standing Equality Committee (hereinafter also referred to by its initials in Spanish “CPMI” or the “Committee”) was set up in 2018 within the existing legal framework.

During the 2020-2021 period, the CPMI worked on collecting and interpreting data to create a diagnosis report as the main starting point for drawing up this Equality Plan.

In October 2021, due to intrinsic changes that occur in any organisation, there was a partial change in the members of the CPMI aimed at incorporating representatives from the new offices that are now part of Eurecat as a result of various mergers.

The current members of the CPMI are as follows:

Office	Full name	Representing
BCN	SONIA VALERO UREÑA	BCN – LLEIDA (*)
BCN	DANIEL RAYA DEMIDOFF	BCN
CER	AINA CAMARA BARRAGAN	CER - AMPOSTA – GIRONA (**)
MAN	NURIA CUADRADO LAFOZ	MAN
MAT	ELVIRA CABA LOPEZ	MAT
REUS	MONTSERRAT TRAVER VIVES	REUS - TARRAGONA - VILA-SECA (***)
REUS	JOAN TEICHENNE JANE	REUS - TARRAGONA - VILA-SECA
CER	LAIA CASES FABREGAS	THE COMPANY
BCN	SERGIO FERNANDEZ CAYUELA	THE COMPANY
LLEIDA	ELOY HERNANDEZ BUSTO	THE COMPANY
BCN	MARTA SACRISTAN PAMIES	THE COMPANY
BCN	JAVIER LOPEZ LUJAN	THE COMPANY
BCN	JUAN CARLOS FAJARDO LAREDO	THE COMPANY
BCN	MARIA LAURA LLAPUR SAKSONOFF	THE COMPANY

() Josep Pijuan, Lleida representative; (**) Amposta: Agreement signed 1/3/2021; Girona: Agreement signed 25/02/2021; (***) Tarragona: Agreement signed 28/04/2021; Vila-seca: Agreement signed 27/04/2021*

The CPMI's rules of procedure and mandate of the are set out in the "INTERNAL RULES OF PROCEDURE OF THE EURECAT FOUNDATION'S STANDING EQUALITY COMMITTEE"¹. Its main purposes are as follows:

- To draw up the relevant Equality Plan to be implemented in the company, including any necessary actions for improvement, and to approve it.
- To promote the dissemination of the Plan and its implementation in Eurecat.
- To monitor, oversee and assess the Equality Plan.

This Plan was approved by the Committee as recorded in the minutes of 14/01/2022.

It shall be in force for a **term of four years [2021-2024]** and is aimed at achieving and consolidating the objectives set out in accordance with the relevant planning and schedule.

The Plan covers all the different areas of FUNDACIÓ EURECAT and all the people that make up the company.

This Plan is organised and structured to provide the following information:

1. The equality policy outlined in Eurecat Foundation's Equal Opportunities Policies issued by the Prevention of Occupational Hazards Department in October 2016.
2. Revision 1 of the Draft Equality Plan dated 26/05/2018 and signed off by the first CPMI.

¹ INTERNAL RULES OF PROCEDURE OF THE EURECAT FOUNDATION'S STANDING EQUALITY COMMITTEE.
Approved 13/10/2021 - CPMI

INTRODUCTION

Being treated equally is a fundamental and basic right that is an essential part of a free, fair and democratic society.

Although awareness about a culture of equality in the workplace has increased in recent years, the fact remains that global studies and surveys show there are still hindrances that prevent there being equal conditions between men and women in certain sectors or areas of work.

Real equality goes beyond a mere formal acknowledgement of equality between men and women; it requires having the necessary information regarding possible situations of inequality and being able to correct them by adopting the most appropriate tools and measures.

Royal Decree 901 and Royal Decree 902, both of 13 October 2020, introduced significant changes to the legal framework that regulates the drafting and registration of equality plans. Among other changes, they set out a requirement that equality plans must be negotiated and approved by a Negotiating Committee comprised equally of legal representatives of the workers and representatives of the companies. They also stipulate the need to draw up a prior diagnostic report and remuneration audit and determine the terms and conditions and content that these documents must have.

Therefore, Eurecat's Equality Negotiating Committee, duly set up in accordance with the new legal provisions, has taken steps to provide updated information about the state of equality in different areas within the organisation. These steps include drawing up a prior diagnostic and remuneration audit report. In view of the findings of these, this Equality Plan sets out the most appropriate measures with respect to the weak points that have been detected.

Effective equality means that men and women can develop in the workplace without any discrimination, prejudice or hindrances related solely to their gender. This implies that Eurecat must ensure that any hindrances detected can be removed or remedied by means of the actions set out in this plan and that, in any case, the required progress is made towards enforcing the policy and a culture of equality in all the company's work environments.

OBJECTIVES

As part of its ongoing efforts to uphold the principle of non-discrimination enshrined in its Code of Ethics, Eurecat bases its actions on equal opportunities policies which include the following commitments:

1. To promote a culture that fosters equal opportunities between men and women and that involves all the company's staff in boosting and consolidating such culture.
2. To ensure that all Eurecat's staff are committed to taking action to promote equal opportunities, with prior negotiations with the workers' legal representatives, guaranteeing that all staff are aware of and take part in these actions.
3. To ensure that all internal and external verbal, written and visual communication contains no sexist elements.
4. To guarantee real equal opportunities in accessing any job, strengthen the inclusion of anyone whose gender might be under-represented in a certain area or department.
5. To promote actions towards improving the organisation of working hours and that enable workers to achieve a work-life balance.
6. To assess information on the prevention of occupational hazards bearing in mind the hazards to which workers may be exposed due to their gender, providing training and information and improving working conditions.
7. To ensure that there is equal treatment in terms of remuneration, with no kind of gender-based discrimination.
8. To guarantee that there is completely equal treatment of workers in terms of their working conditions (type of contract, working hours, type of working day, etc.), without any direct or indirect discrimination based on gender or any other aspects (nationality, race, religion, etc.)
9. To guarantee that sexual and gender-based harassment are not allowed or tolerated under any circumstances. For this purpose, Eurecat has a specific protocol (the protocol for preventing and taking action in cases of harassment and violence in the workplace).

WORK AREAS

The strong points and respective areas for improvement in the different work areas were identified based on the findings of the diagnostic report² and based on these, objectives to be reached have been defined for each area.

Organisational culture and management	
STRONG POINTS	AREAS FOR IMPROVEMENT
Equal participation in both the Committee and the workers' representation, where we can see Eurecat and its staff working together with the same drive to ensure the principle of equality is upheld.	Increasing awareness in the rest of the company of the importance of equality in participation both from men and women as well as regarding the progress made by the Committee and the workers' representatives in this regard.
Working conditions	
STRONG POINTS	AREAS FOR IMPROVEMENT
Fairly equal proportions of men and women among staff. Eurecat's Code of Ethics includes a principle that ensures no discrimination of any type in all areas: type of working day, type of contract, job positions, recruitment, access to training, etc.	Greater dissemination of working conditions and their application to all staff. Analysis of the composition of the departments in the different offices in order to assess the possibility of improving the proportion of men and women at the offices where one gender is in the majority. Analysing with the recruitment department the reasons why more men have been recruited in the last 5-10 years.
Access to Eurecat	
STRONG POINTS	AREAS FOR IMPROVEMENT
Although the recruitment team (in charge of selecting staff) does not have specific training in equality, it always aims to select CVs based on the candidates' experience and skills and under no circumstances does it base selection on gender issues or apply any other kind of discrimination. In the initial interviews the candidates are informed that the working conditions at Eurecat apply to all staff. Job postings include a description of the workplace and the requirements and seek to avoid any reference to gender or any other type of discrimination.	Review and dissemination of the staff selection procedure in compliance with the principle of equality in the Code of Ethics, one of Eurecat's fundamental pillars. Offering specific training to HR employees directly involved in selecting staff.
Internal and/or ongoing training	
STRONG POINTS	AREAS FOR IMPROVEMENT
Well-defined annual training plan. Broad training offer for all staff, online format. Working conditions in which all the training options are included and explained, which are accessible to any worker. Workers are able to suggest any general or specific training to their managers that will allow them to improve their skills.	Including specific training on equality in training plans and making it accessible to all staff. Specific training planned by the Talent Management department for the team and staff managers and the Human Resources and Communication teams and any others that may need it. Defining indicators that collect information in this area in order to improve monitoring and identify areas that need improvement.

² DIAGNOSIS REPORT ON THE EQUALITY BETWEEN MEN AND WOMEN - 18/11/2021

Promotion and professional development	
STRONG POINTS	AREAS FOR IMPROVEMENT
Well-defined protocols and procedures, based on the fundamental principle of equality in the Code of Ethics.	Emphasizing the principle of equality in the promotion protocols and when updating and disseminating them, highlighting the importance of non-discrimination. Including specific training in the training plan for managers in charge of staff and who are directly involved in making decisions relating to promotion and professional development.
Remuneration	
STRONG POINTS	AREAS FOR IMPROVEMENT
Remuneration audit: Identifying and defining existing job positions. We have worked together with Ceinsa ³ on a procedure to analyse and assess different job positions, creating a ranking of jobs based on responsibilities and duties within Eurecat. No inequality caused by gender difference has been identified from the findings of the remuneration audit.	Working on a definition of external competitiveness that takes into account the total remuneration. Audit of social benefits and work-life balance measures. Improving the definition and development of career plans. Reviewing branding practices.
Working hours and joint responsibility	
STRONG POINTS	AREAS FOR IMPROVEMENT
As part of its business policy, Eurecat is committed to promoting an organisation that increases equal opportunities between men and women. The company strives to ensure stable and safe working environments that promote a work-life balance, equal opportunities and professional development. It has policies that promote a work-life balance, such as implementing flexible working hours, intensive working hours and promoting the use of the remote work model through the working from home policy, by virtue of which workers may use online resources from any physical location during part of their weekly working hours.	Monitoring and improving the policies to adapt to social and cultural changes and to new legal and employment-related regulations. Ongoing dissemination of the improvements.
Non-sexist communication	
STRONG POINTS	AREAS FOR IMPROVEMENT
Eurecat strives to use non-sexist language in all its internal and external communications. The Communication team upholds the principle of equality that is Eurecat's foundation.	Defining communication guidelines and making them known to all staff so that they are aware of them and put them into practice. Providing training to the technological communication and dissemination teams to ensure they always use inclusive language.
Access to occupational health	
STRONG POINTS	AREAS FOR IMPROVEMENT
Care given to pregnant and breast-feeding workers Leave from work specific to staff (men/women) Female representation on the Health and Safety Committees	Assessing job positions from a gender perspective

³ Ceinsa: Consultants specialised in the strategic and operational management of the three areas of people management: Organisation, Compensation and Talent

Preventing and taking action in situations of sexual and gender-related harassment

STRONG POINTS	AREAS FOR IMPROVEMENT
<p>In 2016, Eurecat put in place a protocol for preventing and taking action in cases of harassment, which was reviewed and updated in 2018. Eurecat’s staff knows and has access to this protocol. The mediators have received specific training for preventing harassment.</p>	<p>Training and raising awareness among all staff on this matter. Strengthening information on other types of harassment (sexual orientation, gender identity and gender expression). Disseminating the protocol for preventing harassment to external partners, suppliers and customers (by including it in the Business Activities Coordination and collaboration agreements).</p>

ACTIONS TO BE TAKEN

Actions to be taken during the term of the Plan have been identified on the basis of the findings of the diagnosis report and the areas for improvement.

One of the main duties of the Committee is to ensure compliance with the principle of equal opportunities and non-discrimination between men and women at Eurecat, in particular by implementing and monitoring the actions defined in this Plan.

The equality officer will act as the link between the CPMI, the company’s different committees, the General Corporate and Operations Management, the departments and people responsible for the actions during the implementation, monitoring and assessment of each one of the actions to be taken.

Action	Area	Specific objective	Name of action	Description of steps to be taken	Overseen by	Start date	End date	Communication and dissemination channels	Monitoring and assessment indicators	Human, material and economic resources
1	1. Organisational culture and management	To raise awareness of the importance of equality and non-discrimination among all Eurecat staff	Dissemination of Eurecat's equality and non-discrimination policies and principles	Disseminating the equality policies, harassment prevention protocol, measures, actions and projects to all staff	CPMI/ HR/ COMMUNICATION	01/01/2022	31/12/2024	Intranet / E-mails / Internal Newsletter	Number of communication actions undertaken	HUMAN: Hours worked by members of CPMI/ HR/ COMMUNICATION MATERIAL: Intranet / E-mails / Internal Newsletter ECONOMIC: Percentage of the cost of the wages of the people involved
2	1. Organisational culture and management	To guarantee that the whole company is committed to the policies and principles	Involvement of all staff in the activities related to equality and non-discrimination	Inviting Eurecat's workers to participate in different activities related to equality and non-discrimination	CPMI/ HR	01/01/2022	31/12/2024	Intranet / E-mails / Internal Newsletter / Internal Meetings	Number of communication actions undertaken and number of participants	HUMAN: Hours worked by members of CPMI/ HR MATERIAL: Intranet / E-mails / Internal Newsletter ECONOMIC: Percentage of the cost of the wages of the people involved
3	1. Organisational culture and management	Corporate image and communication	Informing partner companies (suppliers/customers/users) of Eurecat's position on equality between men and women	Eurecat will inform its customers, suppliers and partners about the actions it has developed regarding equality, in particular the drawing up	HR	01/01/2022	31/12/2022	Website/ Intranet / E-mails	Including information in the customer registration form and the supplier selection and assessment process. Review of documents.	HUMAN: Hours worked by HR staff MATERIAL: Website/ Intranet / E-mails ECONOMIC: Percentage of the cost of the wages of the people involved

				<p>and application of an equality plan, and will make the relevant documents available to them whenever they are requested. The procedures for contracting and incorporating new suppliers will take equality into account, meaning that information will be required on whether actions promoting equality have been carried out and in particular if an equality plan has been implemented in the organisation.</p>						
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4	2. Working conditions	Ensuring that women's participation in the company is balanced, bearing in mind Eurecat's activity and the sector.	Analysis of the distribution of men and women in Eurecat.	Regular review of the gender balance among staff in general terms and in all job positions, departments and offices, to see if measures can be adopted to improve the distribution of men and women when there is a majority of one gender over the other.	HR	01/01/2022	31/12/2024	Annual report/CPMI Activity Report	Staff percentage by gender based on job position/department / office. Percentage of men/women with respect to the total number of men/women on staff	HUMAN: Hours worked by HR staff MATERIAL: IT resources ECONOMIC: Percentage of the cost of the wages of the people involved
5	2. Working conditions	To ensure equal access to working conditions (contracts, working days, working hours, etc.)	Greater dissemination of working conditions and their availability to all staff.	Monitoring staff distribution by gender based on type of contract, working day and seniority.	HR	01/01/2022	31/12/2024	Annual report/CPMI Activity Report	Staff percentage by gender based on type of contract, working day and seniority. Percentage of men/women with respect to the total number of men/women	HUMAN: Hours worked by HR staff MATERIAL: IT resources ECONOMIC: Percentage of the cost of the wages of the people involved

									on staff	
6	2. Working conditions	To ensure equal access to any job position	Specific training for women	Offering specific training to women to facilitate their access to positions of greater responsibility and/or positions where women are under-represented.	HR	01/01/2022	31/12/2024	Intranet / E-Mails/ Internal Newsletter	Number of communication actions undertaken and number of participants	HUMAN: Hours worked by members of CPMI/HR MATERIAL: Intranet / E-mails / Internal Newsletter ECONOMIC: Percentage of the cost of the wages of the people involved
7	3. Access to Eurecat	To ensure that the selection process is based on objective and non-discriminatory criteria	Review of the staff selection process to ensure it upholds the principles of equality and non-discrimination	Ensuring that interview assessment only takes into account the ability to carry out the tasks inherent to the job and not other skills and, of course, that questions relating to the person's family and personal life	HR	01/01/2022	31/12/2022	Website/ Intranet / E-mails / Internal Newsletter	Trend in the number of CVs received, selected, interviewed and recruited, broken down by gender	HUMAN: Hours worked by HR staff MATERIAL: Website/ Intranet / E-mails / Internal Newsletter ECONOMIC: Percentage of the cost of the wages of the people involved

				should not be asked.						
8	3. Access to Eurecat	To provide training on equality to workers directly involved in selecting staff	Offering specific training to staff of the HR department that are directly involved in selecting staff	Include specific training on equality in the annual training plan of the HR department	HR	01/01/2022	31/12/2024	Training sessions/ Work groups	Number of training actions on gender equality in the training plans of the persons involved. Percentage of completion of the scheduled actions. Number of people trained and number of hours in training.	HUMAN: Hours worked by HR staff MATERIAL: IT resources ECONOMIC: Percentage of the cost of the wages of the people involved. Cost of external collaborators
9	4. Internal and/or ongoing training	To raise awareness of the importance of equality and non-discrimination in the working environment among all Eurecat staff	Including specific training actions on gender equality in the training plans	Training actions aimed at informing, training and raising awareness about gender equality are included (harassment prevention, communication issues,	HR	01/01/2022	31/12/2024	Intranet/ E-mails/ Training sessions/ Work groups	Number of training activities on gender equality in the training plans. Percentage of completion of the scheduled actions.	HUMAN: Hours worked by HR staff MATERIAL: Intranet / E-mails / Internal Newsletter ECONOMIC: Percentage of the cost of the wages of the people involved. Cost of external collaborators

				discriminatory conduct, etc.)					Number of people trained and number of hours in training	
10	4. Internal and/or ongoing training	To provide training in equality for team leaders	Including specific training actions on gender equality in the training plans	Training actions on equality aimed at team leaders are included in processes related to promotion, professional development and training the workers on their team.	HR	01/01/2022	31/12/2024	Intranet/ E-mails/ Training sessions/ Work groups	Number of training activities on gender equality in the training plans. Percentage of completion of the scheduled actions. Number of people trained and number of hours in training.	HUMAN: Hours worked by HR staff MATERIAL: Intranet / E-mails / Internal Newsletter ECONOMIC: Percentage of the cost of the wages of the people involved. Cost of external collaborators
11	5. Promotion and/or professional development	To ensure that promotion and/or professional development procedures are transparent, objective and non-sexist.	Review of the promotion procedures and professional development plans	Defining clear, objective, non-discriminatory and open criteria in the promotion procedures, ensuring neutral and objective	HR	01/01/2022	31/12/2022	Intranet / E-mails / Internal Newsletter	Review of documents and their publication	HUMAN: Hours worked by HR staff MATERIAL: Intranet / E-mails / Internal Newsletter ECONOMIC: Percentage of the cost of the wages of the people involved

				criteria with regard to gender.						
12	5. Promotion and/or professional development	To ensure all staff can access training and skills that favour their personal development regardless of gender	Informing and announcing the specific training offer to all staff	Posting the general and specific training on the different channels. Campaigns aimed at workers disseminating the available training that promotes their professional development.	HR	01/01/2022	31/12/2024	Intranet / E-mails / Internal Newsletter	Review of documents and their publication	HUMAN: Hours worked by HR staff MATERIAL: Intranet / E-mails / Internal Newsletter ECONOMIC: Percentage of the cost of the wages of the people involved
13	6. Remuneration	To have a remuneration policy that is internally fair and externally competitive	Definition of external competitiveness that bears in mind the total remuneration	Designing and implementing an advanced increment policy (two-dimensional increment matrix) that takes into account the position in the salary range (real salary compared to the theoretical salary) and the person's contribution measured	HR	01/01/2022	31/12/2024	Annual report/CPMI Activity Report	Review of the documents	HUMAN: Hours worked by HR staff MATERIAL: IT resources ECONOMIC: Percentage of the cost of the wages of the people involved

				using an Accomplishment Management System (objectives, competences, potential, etc.).						
14	7. Working hours and shared responsibility	Communication and dissemination of the existing measures related to achieving a work-life balance	Audit of social benefits and work-life balance measures	Audit of social benefits and work-life balance measures with the aim of identifying which groups are benefiting from these measures and developing a management model from which as many staff as possible can benefit.	HR	01/01/2022	31/12/2024	Intranet / E-mails / Internal Newsletter	Review of the documents and their publication. Staff percentage by gender based on work-life balance measures and use of social benefits	HUMAN: Hours worked by HR staff MATERIAL: Intranet / E-mails / Internal Newsletter ECONOMIC: Percentage of the cost of the wages of the people involved
15	8. Non-sexist communication	To ensure that both internal and external information are in line with the commitment to equal opportunities	Non-discriminatory use of words in corporate language and communication	Establish guidelines for language use through a non-sexist communication manual for Eurecat's internal and external communication	HR/COMMUNICATION	01/01/2022	31/12/2022	Intranet / E-mails / Internal Newsletter	Review of documents and their publication	HUMAN: Hours worked by HR/COMMUNICATION staff MATERIAL: Intranet / E-mails / Internal Newsletter ECONOMIC: Percentage of the cost of the wages of the people involved

				n and disseminate them among all staff to avoid sexist language and a sexist image both internally and externally.						
16	8. Non-sexist communication	Training workers directly involved with Eurecat's internal and external communication in equality and non-sexist language	Offering specific training to staff of the HR department, the Communication department and those responsible for disseminating Eurecat's various activities.	Including specific training in equality and non-sexist language in the annual training plan.	HR/COMMUNICATION	01/01/2022	31/12/2024	Intranet / E-mails / Internal Newsletter	Percentage of completion of the scheduled actions. Number of people trained and number of hours in training	HUMAN: Hours worked by HR /COMMUNICATION staff MATERIAL: Intranet / E-mails / Internal Newsletter ECONOMIC: Percentage of the cost of the wages of the people involved
17	9. Occupational health	To ensure prevention of occupational hazards bearing in mind the hazards that may arise among workers due to their gender.	Assessment of occupational hazards from a gender perspective	Assessing job positions from a gender perspective	Internal Prevention Service (SPP)	01/01/2022	31/12/2024	Intranet / E-mails / Internal Newsletter	There is an occupational health and safety plan that bears in mind the specific nature of men and women in its definition and the prevention and assessment of	HUMAN: Hours worked by SPP staff MATERIAL: Intranet / E-mails / Internal Newsletter ECONOMIC: Percentage of the cost of the wages of the people involved

									occupational hazards.	
18	10. Preventing and taking action in cases of sexual and gender-related harassment	To create, maintain and protect the working environment using all the available measures to prevent harassment in the workplace, ensuring it does not occur and removing any behaviour that may be considered harassment from the working environment.	Training and raising awareness on this matter among all the staff	Making the whistleblowing channels visible and normal for reporting any conduct considered to be sexual, moral or gender-related harassment. Strengthening information on other types of harassment (sexual orientation, gender identity and gender expression).	Internal Prevention Service (SPP)	01/01/2022	31/12/2024	Intranet / E-mails / Internal Newsletter	Percentage of completion of the scheduled actions. Number of people trained and number of hours in training	HUMAN: Hours worked by SPP staff MATERIAL: Intranet / E-mails / Internal Newsletter ECONOMIC: Percentage of the cost of the wages of the people involved

SCHEDULE

Action	Area	Specific objective	Name of the action	Jan-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24
1	1. Organisational culture and management	To raise awareness of the importance of equality and non-discrimination among all Eurecat staff	Disseminating the organisation's equality and non-discrimination policies and principles												
2	1. Organisational culture and management	To guarantee the whole organisation's commitment to the policies and principles	Involvement of all staff in activities related to equality and non-discrimination												
3	1. Organisational culture and management	Corporate Image and Communication	Informing partner companies (suppliers/customers/users) of its position on equality between men and women												
4	2. Working conditions	To ensure that women's participation in the organisation is balanced, bearing in mind Eurecat's activity and the sector	Analysis of the distribution of men and women in Eurecat.												
5	2. Working conditions	To ensure equal access to working conditions (contracts, working days, working hours, etc.)	Greater dissemination of working conditions and their availability to all staff												
6	2. Working conditions	To ensure equal access to any job position	Specific training for women												
7	3. Access to the organisation	To ensure that the selection process is based on objective and non-discriminatory criteria	Review of the staff selection process to ensure it includes the principles of equality and non-discrimination												
8	3. Access to the organisation	To provide training on equality to workers directly involved in selecting staff	Offering specific training to staff of the HOR department who are directly involved in selecting staff												
9	4. Internal and/or ongoing training	To raise awareness of the importance of equality and non-discrimination in the working environment among all Eurecat staff	Including specific training actions on gender equality in the training plans												
10	4. Internal and/or ongoing training	To provide training in equality for workers who are in charge of teams	Including specific training actions on gender equality in the training plans												
11	5. Promotion and/or professional development	To ensure that promotion and/or professional development procedures are transparent, objective and non-sexist	Review of the promotion procedures and professional development plans												
12	5. Promotion and/or professional development	To ensure all staff can access training and skills that favour their personal development regardless of gender	Informing about and announcing specific training offers to the whole organisation												
13	6. Remuneration	To have a remuneration policy that is internally fair and externally competitive	Definition of external competitiveness that bears in mind the total remuneration												
14	7. Working hours and joint responsibility	Communication and dissemination of the existing measures related to achieving a work-life balance	Audit of social benefits and work-life balance measures												
15	8. Non-sexist communication	To ensure that both internal and external information are in line with the commitment to equal opportunities	Non-discriminatory use of words in corporate language and communication												
16	8. Non-sexist communication	Training workers directly involved with Eurecat's internal and external communication in equality and non-sexist language	Offering specific training to staff of the HOR department, the Communication department and those responsible for disseminating the organisation's various activities												
17	9. Occupational health	To ensure the prevention of occupational hazards bearing in mind the hazards that may arise among workers based on their gender	Assessment of occupational hazards from a gender perspective												
18	10. Preventing and taking action in cases of sexual and gender-related harassment	To create, maintain and protect the working environment using all the available measures to prevent harassment in the workplace, ensuring it does not occur and removing any behaviour that may be considered harassment from the working environment	Training and raising awareness on this matter throughout the organisation												

MONITORING AND ASSESSMENT

In addition to the development of the measures and as part of the mandatory material content of the plans, one of the aspects of Royal Decree 902/2020 is the implementation of a monitoring and assessment system, which highlights the need to adopt review criteria and terms to guarantee that equality plans are effective and appropriate.

For this reason, the members of the CPMI will be in charge of monitoring, assessing and regularly reviewing the actions taken under the Equality Plan.

Every six months, the equality officer will coordinate with the people responsible for the actions to draw up and provide progress reports based on the indicators defined in each of the actions. These reports shall be presented to all the members of the CPMI with the outcomes and progress of the actions.

These reports will be used to identify whether any corrective measures must be adopted in the implementation of the actions in order to make progress in achieving the defined objectives and the managers will be informed by e-mail or in a meeting, if necessary.

Any of the parties involved in implementing or monitoring the actions can also decide to hold meetings as deemed appropriate, providing prior notice and specifying the points to be discussed.

In the final year of the Plan's term, the CPMI must define the schedule for assessing the outcomes of all the actions.

This assessment must be carried out through a new diagnosis that compares the initial situation with the results achieved throughout the term the Plan has been in force.

CONCLUSIONS

In addition to complying with current legislation, by implementing and fulfilling the Plan's actions, Eurecat aims to ensure that all internal and external relationships, processes and procedures, projects and activities are based on the principle of equality and non-discrimination as defined in its Code of Ethics, by virtue of which no kind of discrimination on the basis of age, ideology, religion or creed, belonging to an ethnic group, race or nationality, gender, sexual orientation, family situation, health or disability will be tolerated. All Eurecat staff must strive to uphold this principle.

REGULATIONS

The regulations that have been considered in drawing up and registering this Equality Plan are listed here below and are in force and applicable on the date of the report:

EUROPEAN REGULATIONS

- Council conclusions of 7 March 2011 on European Pact for Gender Equality
- Treaty on the Functioning of the European Union and Charter of Fundamental Rights of the European Union. Official Journal of the European Union 30/03/2010
- Council Directive 79/7/EC of 19 December 1978 on the implementation of the principle of equal treatment for women and men in social security.
- Council Directive 92/85/EC on the introduction of measures to encourage improvements in the safety and health at work of pregnant workers and workers who have recently given birth or are breastfeeding.
- Council Directive 97/81/EC concerning the Framework Agreement on part-time work, which aims to reconcile work and family life.
- Council Directive 200/78/EC establishing a general framework for equal treatment in employment and occupation.
- Council Directive 2004/113/EC of 13 December 2004 implementing the principle of equal treatment between men and women in the access to and supply of goods and services.
- Directive 2006/54/EC of the European Parliament and of the Council of 5 July 2006 on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation.
- Council Directive 2010/18/EU of 8 March 2010 implementing the revised Framework Agreement on parental leave.
- Directive 2010/41/EU of the European Parliament and of the Council of 7 July 2010 on the application of the principle of equal treatment between men and women engaged in an activity in a self-employed capacity.
- Strategy for Equality between Men and Women 2010-2015 European Commission, 2010 (COM/2010/0491).
- European Women's Charter (COM/2010/0078 final).
- European Pact for Gender Equality 2011-2020 (2011/C 155/02).
- European Union gender equality policies
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SPANISH REGULATIONS

- The Spanish Constitution
- Act 3 of 22 March 2007 on effective equality between women and men
- Act 1 of 28 December 2004 on integrated protection measures against gender violence
- Royal Decree-Law 6 of 1 March 2019 on urgent measures to guarantee equal treatment and opportunities for women and men in employment and occupation

- Royal Legislative Decree 2 of 23 October 2015 approving the redrafted text of the Workers' Statute Act
- Royal Legislative Decree 5 of 30 October 2015 approving the redrafted text of the Basic Statute of the Public Employee Act
- Act 39 of 5 November 1999
- Royal Decree 902 of 13 October 2020 on equal pay for women and men
- Royal Decree 901 of 13 October 2020 regulating equality plans and their registration and amending Royal Decree 713 of 28 May 2010 on the registration and filing of collective bargaining agreements and employment agreements

CATALAN REGULATIONS

- The Catalan Statute of Autonomy
- Act 17 of 22 December 2020 amending Act 5/2008 on women's right to eradicate sexist violence
- Act 19 of 30 December 2020 on equal treatment and non-discrimination
- Act 17 of 21 July 2015 on effective equality between women and men
- Act 11 of 10 October 2014 to guarantee the rights of lesbian, gay, bisexual and transgender and intersex people and eradicate homophobia, biphobia and transphobia
- Act 5 of 24 April 2008 on women's right to eradicate sexist violence
- Protocol to protect victims of human trafficking in Catalonia