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## **1.- OBJECTIVE**

SURIS recognizes the development of employment relations based on equal opportunities, non-discrimination and respect for diversity as a strategic objective. In particular, it considers that equality between men and women forms part of the essential values of the organization.

## **2.- FINALITY**

The finality of this Plan for Equal Opportunities and Conciliation is to achieve a favourable environment that may facilitate the conciliation of the personal and work lives of the professionals of the company, in the sense established in law, by the Company, and, in particular, effective equality between women and men, with all of this respecting the legislation in force in each country and following the best international practices.

## **3.- SCOPE OF APPLICATION**

The Plan will be applicable for the totality of the company, with this being understood as all of the work centres that make up the same.

That provided in the Plan for Equality shall be of mandatory and general observance for all of the workers of the company, whichever kind of contract they may have or whichever position they may hold.

## **4.- BASIC PRINCIPLES OF ACTION**

To achieve said objectives, the company assumes and promotes the following basic principles of action:

- a) To guarantee the quality of employment, promoting the maintenance of stable, quality employment positions, with occupational contents that may guarantee continual improvement of the aptitudes and competences of the professionals.
- b) To respect diversity, promoting non-discrimination due to reasons of race, colour, age, sex, marital status, ideology, political opinions, nationality, religion, sexual orientation, or any other personal, physical or social conditions among its professionals.
- c) To develop the principle of equal opportunities. This principle, the fulfilment of which constitutes one of the essential pillars of professional development, entails the commitment to practice and demonstrate a fair treatment that may further the personal and professional progression of the human team of the company in the following areas:

1. **Promotion, professional development and compensation:** to value the knowledge and skills necessary to perform the work, via the evaluation of objectives and performance.
  2. **Hiring:** not to establish any salary differences due to any personal, physical or social conditions, such as sex, race, marital status or ideology, political opinions, nationality, religion, or any other personal, physical or social conditions.
  3. **Recruitment and selection:** to choose the best professionals by means of a selection based on merit and the capabilities of candidates.
  4. **Training:** to ensure the training of each professional, in the knowledge and skills that are required for the correct performance of their work.
  5. **Support for workers** with different capabilities, promoting their effective occupation.
  6. **Promotion of transparent communication,** encouraging innovation and granting the autonomy necessary to professionals in the exercising of their functions.
- d) To promote effective equality between women and men within the company in relation to access to employment, training, professional promotion and working conditions, promoting gender diversity as a sign of social and cultural reality, and, in particular:
1. To strengthen the commitment of the company towards effective equality of opportunities between women and men both within the organization and in society and to encourage sensitization in relation to this subject in both environments.
  2. To guarantee the professional development of women, removing any obstacles that may impede or limit their careers.
  3. To analyse measures of positive action to correct any inequalities that may arise and to encourage access for women to positions of responsibility in which they have little or no representation.
  4. To potentiate mechanisms and procedures for selection and professional development that may facilitate the presence of women with the necessary qualifications in all of the areas of the organization in which their representation may be insufficient, including the implementation of specific programs for training and monitoring of professional development for women.
  5. To ensure a balanced representation in the different bodies and levels of decision-making, guaranteeing that women participate in conditions of equal opportunities in all of the areas of consultation and decisions of the company.

6. To promote the organization of working conditions with gender perspective, allowing for the conciliation of the personal, working and family lives of the women and men who work in the company, ensuring elimination of any discrimination due to gender.
- e) To implement measures of conciliation that may promote respect for the personal and family lives of its professionals and facilitate the best balance between the latter and the work-related responsibilities of women and men.
- f) To promote contracting with those suppliers who may have internal measures in the area of conciliation and effective equality between women and men for their employees who may comply with that provided in this *Plan for equal opportunities and conciliation*.
- g) To collaborate in the fight against gender violence by means of the establishment of measures of protection, support and information, and to accompany and protect victims of gender violence.
- h) To eradicate the use of any discriminatory or sexist language, in any type of corporate communication, whether internal or external.
- i) To prevent any type of behaviour that may constitute sexual harassment and harassment due to sex.

## **5.- VALIDITY**

This *Plan for equal opportunities and conciliation* shall come into force on the day of its publication. It shall be reviewed and updated periodically by the Management Committee.

THE MANAGEMENT COMMITTEE

In Barcelona, on 15 February 2017