

2nd Equality Plan



What are the pillars of our 2nd Equality Plan?

*It is designed for all the people who are part of our staff at **Necomplus**, irrespective of their seniority, position, sex and country and is not exclusively addressed to women.*

- ▶ *It is a plan favouring the co-responsibility of women and men intending to promote a better reconciliation of all the staff.*
- ▶ *Commitment to want to increase the percentage of people with functional diversity in the company.*
- ▶ *It adopts gender mainstreaming as one of the guiding principles and a strategy to achieve equality between men and women.*
- ▶ *It has a corrective and preventive nature, intending to eliminate any possibility for future discrimination on grounds of sex.*
- ▶ *It is dynamic and is open to changes according to the needs we observe as a consequence of its monitoring.*
- ▶ *It is part of the company's commitment, which will use the necessary human resources and materials for its implementation, monitoring and assessment.*

Where did we focus?

We have analysed the areas where the procedure might be affected due to the unequal treatment with regard to gender in the staff:

► **1. Recruitment and hiring:** The recruitment and hiring policy guarantees respect for equal opportunities between men and women and work stability. Decision making complies with the needs and competencies defined for the work position with no sex bias, using a fully objective and balanced selection, with gender equity in recruitment procedures, type of working hours and category.

► **2. Professional qualification, promotion and training.**

Professional qualification: The professional qualification must reach a more uniform and balanced distribution between women and men at all company levels.

Promotion: Although there is equity throughout the staff, we observe a significant difference in the type of posts and hierarchy levels between women and men. Therefore, we intend to establish a promotion system that encourages the incorporation of under-represented people, as a means to achieve equity in the staff distribution by gender.

Training: Training is an essential requirement so that people in the staff can have the possibility to improve the capacities and knowledge related to the work position, professional growth, and sense of belonging linked to the company values.





► **3. Working conditions: remuneration policy and prevention of sexual harassment and on grounds of sex.**

Remuneration policy: To guarantee the non-existence of salary differences when paying the work of men and women, exclusively job performance-oriented.

Prevention protocol and action for sexual harassment and on grounds of sex: The company has a specific action protocol so that sexual harassment at work is reported. Furthermore, policies are adopted in order to provide employment for gender violence victims in the company.

► **4. Co-responsibility and reconciliation.**

This Equality Plan provides positive and improvement measures regarding work and family balance, providing the tools and means to make family and work compatible, as well as the distribution of family responsibilities.

► **5. Communication.**

The use of non-sexist language emerges as an exceptional opportunity to make equal relationships more credible, while reducing inequality spaces.

► **6. Sustainability and diversity.**

Desde la empresa, se trata de promover un entorno laboral carente de cualquier tipo de discriminación por razón de sexo. Conscientes de ello, se han establecido programas para garantizar la realidad y efectividad del derecho de igualdad de oportunidades, evitando cualquier comportamiento discriminatorio por razón de sexo o raza, etnia o cultura.

What is our goal?

- ▶ **To integrate**, to keep making progress in integrating the gender perspective in the culture and staff managing policies, by means of the registration, verification and analysis of the data separated by gender in all the areas established by the law.
- ▶ **To promote** the supervision, assessment and monitoring by the Equality Commission of the improvement actions defined in the Plan. To create the figure of the Head of Equality.
- ▶ **To reach** gender parity in the organisational structure (60%/40%).
- ▶ **To ensure** the maintenance of remuneration equality: same salary for jobs with equal value irrespective of the gender.
- ▶ **To increase** awareness of equal opportunities and treatment of men and women through the action of training and raising staff awareness, especially in the management and leadership bodies.
- ▶ **To keep** making progress with reconciliation by including new measures for personal life, family and work reconciliation, by promoting family co-responsibility.

At Necomplus there are no jobs “for him” or “for her”, the important thing is that we all are good **necolleagues.**