



# **I FRAMEWORK GROUP EQUALITY PLAN. 2024-2028:**

## **CONSTRUCTION SECTOR**

**INDUTEC INSTALACIONES Y ENERGIA, ALVIPRE FACTORY, SL, GENERAL DE  
MAQUINARIA Y EXCAVACION, SL Y VIALS Y MEDI AMBIENT, SA**

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# Presentation.

Founded by Joaquín Marco Salazar in Binéfar (Huesca) in 1988, GRUPO MARCO's main activity is construction in all its forms, Industry, Mining and Industry.

He has collaborated in the main infrastructure plans, both nationally and regionally or locally, as well as in the activity of building, maintenance of infrastructures or concessions, among others.

**Indutec Instalaciones** performs the following functions (current scope according to ISO 9001, ISO 14001 and ISO 45001 Audit).

Installation of:

- Electrical installations (lighting, lighting and luminous beacons, high-voltage transformer and distribution centres, low-voltage distribution and electrical installations without specific qualifications).
- Mechanical installations (lifts or conveyors, ventilation, heating and air conditioning, plumbing and sanitary and mechanical installations without specific qualifications).

Security and fire protection installation of:

- Fire detection and alarm systems.
- Systems for smoke and heat control.
- Fire water supply systems.
- Fire hydrant systems.
- Equipped fire hydrant systems.
- Dry column systems.
- Fixed extinguishing systems by automatic sprinklers and water sprays.
- Fixed water mist extinguishing systems.
- Fire extinguishers.
- Luminescent signalling systems. Installer of emergency lighting systems.
- Communication facilities (telephone, computer networks, sound, home automation).
- Conveyor facilities (belts, moving walkways, pneumatic mail).

Carrying out studies, projects, technical services (including technical management), project execution, commissioning and maintenance of all types of work and their monitoring in Quality, Health and Safety and Environment.

**General Machinery and Excavation** performs the following functions (current scope according to ISO 9001, ISO 14001 and ISO 45001 Audit).

The construction of the types of work of:

- Large earthworks and mining operator.

**Alvipre Factory SL** performs the following functions (current scope according to ISO 9001, ISO 14001 and ISO 45001 Audit).

The construction of the types of work of:

- Manufacture of prefabricated concrete parts and their assembly on site. Post-tensioning execution.

**Vials I Medi Ambient, S.A.** performs the following functions (current scope according to ISO 9001, ISO 14001 and ISO 45001 Audit).

The construction of the types of work of:

- Earthworks and drilling (clearing and emptying, earthworks, quarries, wells and galleries).
- Bridges, viaducts and large structures (masonry or mass concrete, reinforced concrete, prestressed concrete).
- Buildings.
- Railways (railway works without specific qualifications).
- Hydraulic (supplies and sanitation, dams, canals, ditches and drains, bank and channel defences, large-diameter pressure pipe pipes, hydraulic works without specific qualification).
- Roads and tracks.
- Electrical installations (lighting, lighting and luminous beacons, high-voltage transformer and distribution centres, low-voltage distribution, electrical installations without specific qualifications).
- Mechanical installations (lifts or conveyors, ventilation, heating and air conditioning, plumbing and sanitaryware, mechanical installations without specific qualifications).
- Special (paints and metallizations, ornamentation and decorations, gardening and plantations and water treatment plants).

## Subscribing parties to the Equality Plan.

On the one hand, the representation of the company:

- LORENA JULIA SATUE SARTIER, Human Resources Technician
- JUAN CARLOS ESCOLANO PUEYO, Director of the Department of Integrated Management System (SIG), PRL, Q, MA and ID

and on the other hand, the representation of the workers:

- JAIME LÓPEZ NAVARRO, Equality Technician at CC.OO. of the Habitat
- MARIAM LOPEZ MARTINEZ: Equality Technician at CC.OO. of the Habitat

## Legislative scope, application, personnel.

In compliance with the provisions of Article 14 of the Spanish Constitution of 1978, Organic Law 3/2007 of 22 March for the effective equality of women and men and Royal Decree 901/2020, of 13 October, which regulates equality plans, as well as Royal Decree 902/2020 of 13 October; the first Equality Plan of Grupo Marco has been negotiated and agreed.

This Equality Plan will have a scope of application throughout the territory of Spain where the companies belonging to the Grupo Marco business group sign this Equality Plan, including the Temporary Unions of Companies (UTES), which participate.

- INDUTEC INSTALLATIONS AND ENERGY
- GENERAL MACHINERY AND EXCAVATION
- ALVIPRE FACTORY
- VIALS I MEDI AMBIENT

This Plan affects all workers who are registered in this business group, even if they are part of the Temporary Company Unions (UTES).

## Temporal Scope

This Equality Plan will have a time frame of four years from its signing, from 24 June 2024 to 23 June 2028. The negotiation of the next Equality Plan will begin 6 months before the expiration of this one.

## Diagnosis

A reflection is made based on the conclusions that have been drawn from the diagnosis to establish the Equality Plan for GRUPO MARCO (CONSTRUCTION SECTOR) and the areas of improvement for this organization are also exposed.

Grupo Marco, you have aspects to improve on the path to equality, some aspects have the ability to influence and others do not due to the characteristics of the sector to which it belongs.

## INDUTEC INSTALACIONES Y SEGURIDAD SL:

### General data.

INDUTEC INSTALACIONES at a general level the following Data.

By age range (as of 31/12/2023).

Age Range	Men	% of men out of total	% total H and M	H and M distribution	Women	% of women over total	% total H and M	H and M distribution
>25	3	5,26%	4,91%	100%	0	0%	0%	0%
26-35	11	19,29%	18,03%	100%	0	0%	0%	0%
36-45	10	17,54%	16,39%	76,92%	3	75%	4,91%	23,07%
46-55	24	42,10%	39,34%	100%	0	0%	0%	0%
56-65	9	15,78%	14,75%	30%	1	25%	1,63%	10%
+65	0	0%	0%	0%	0	0%	0%	0%

By Professional category (as of 31/12/2023).

Posts	Men	% of total	% total H and M	H and M distribution	Women	% of total	% total H and M	H and M distribution
ADMINISTRATIVE	2	3,50%	3,27%	66,66%	1	25%	1,63%	33,33%
FOREMAN	1	1,75%	1,63%	100%	0	0%	0%	0%
SHOPPING	0	0%	0%	0%	1	25%	1,63%	100%
BUSINESS DEVELOPMENT DIRECTOR	1	1,75%	1,63%	100%	0	0%	0%	0%
PRODUCTION DIRECTOR	1	1,75%	1,63%	100%	0	0%	0%	0%
MANAGER	9	15,78%	14,75%	100%	0	0%	0%	0%
INSTALLER	25	43,85%	40,98%	100%	0	0%	0%	0%
GROUP LEADER	2	3,50%	3,27%	100%	0	0%	0%	0%
SITE MANAGER	7	12,28%	11,47%	100%	0	0%	0%	0%
STUDENT INTERNSHIPS	2	3,50%	3,27%	100%	0	0%	0%	0%
MANAGER	2	3,50%	3,27%	100%	0	0%	0%	0%
TECHNICAL OFFICE	2	3,50%	3,27%	100%	0	0%	0%	0%
RESPONSIBLE ADMINISTRATION	1	1,75%	1,63%	50%	1	25%	1,63%	50%
STUDY TECHNICIAN	1	1,75%	1,63%	50%	1	25%	1,63%	50%
GIS TECHNICIAN	1	1,75%	1,63%	100%	0	0%	0%	0%

### DISTRIBUTION BY SENIORITY IN THE POSITION AS OF 31/12/2023.

Antiquity	Men	% Men	% Men Total	H and M distribution	Women	% Women	% Women total	H and M distribution
0-2 years	36	63,15%	59,01%	97,29%	1	25%	1,63%	2,70%
2-4 years	10	17,54%	16,39%	100%	0	0%	0%	0%
4-6 years	6	10,52%	9,83%	75%	2	50%	3,27%	25%
+ 6 years	5	8,77%	8,19%	83,33%	1	25%	1,63%	16,66%
<b>Total</b>	<b>57</b>				<b>4</b>			

GENDER/TYPE OF CONTRACT	FIXED	TEMPORARY	TOTAL
<b>MEN</b>	55	2	57
<b>WOMEN</b>	4	0	4
<b>TOTAL</b>	59	2	61

SEX/CONTRACT	COMPLETE	PARTIAL	TOTAL
<b>MEN</b>	57	0	57
<b>WOMEN</b>	4	0	4
<b>TOTAL</b>	61	0	61

SEX/TYPE OF WORKING DAY	COMPLETE	REDUCED	TOTAL
<b>MEN</b>	57	0	57
<b>WOMEN</b>	4	0	4
<b>TOTAL</b>	61	0	61

### Selection and hiring.

Additions in recent years by levels of responsibility				
Positions of responsibility	Women's No.	No. of men	% women	% men
Top Position	0	0	0	0
Management positions	0	0	0	0
Middle management	0	0	0	0
<b>Subtotal Liability Charges</b>	0	0	0	0
Other jobs	No. of women at that level	No. of men at that level	% women at that level	% men at that level
Administrative staff	2	1	66,66%	33,33%
Technical staff	0	0	0	0
Operating or unqualified personnel	0	2	0	0
<b>Subtotal other jobs</b>	2	3	40%	60%
<b>TOTAL SQUAD</b>	2	3	40%	60%



Selection and hiring processes for positions of responsibility		PROCESS 1		PROCESS 2		PROCESS 3	
Date as of 31/12/2023		09/03/2023		30/03/2023		01/09/2023	
Stand		FOREMAN		PERSON IN CHARGE		ADMINISTRATIVE	
		Yes	No	Yes	No	Yes	No
Announcements	Targeted search for women's candidacies		X		X		X
	Express mention of women/men		X		X		X
	Non-sexist content	X		X		X	
	Sexist content		X		X		X
Applications received		Women	Men	Women	Men	Women	Men
By Ads		0	0	0	0	3	3
By contacts		0	2	0	3	0	0
By employment services		0	0	0	0	0	0
From the organization itself		0	0	0	0	0	0
Other		0	0	0	0	0	0
Total applications received		0	2	0	3	3	3
Shortlisted candidates for the tests (identify the type of test)		0	1	0	1	1	0
Test 1	NA	NA	NA	NA	NA	NA	NA
Test 2							
Test 3							
Hired people		0	1	0	1	1	0
Persons responsible for the selection		2	0	2	0	2	0
Were the applicant(s) recruited through contacts?		Yes	No	Yes	No	Yes	No
		X		X		X	
Selection and hiring processes in masculinized positions		PROCESS 1		PROCESS 2		PROCESS 3	
Date (as of 31/12/2023)		21/03/2023		11/04/2023		03/11/2023	
Stand		2ND GRADE OFFICER		1ST GRADE OFFICER		1ST GRADE OFFICER	
		Yes	No	Yes	No	Yes	No

	Selection and hiring processes in masculinized positions	PROCESS 1		PROCESS 2		PROCESS 3	
	Targeted search for women's candidacies		X		X		X
Announcements	Express mention of women/men		X		X		X
	Non-sexist content	X		X		X	
	Sexist content		X		X		X
	Applications received	Women	Men	Women	Men	Women	Men
	By Ads	0	7	0	5	0	9
	By contacts	0	3	0	5	0	5
	By employment services	0	0	0	0	0	0
	From the organization itself	0	0	0	0	0	0
	Other	NA	NA	NA	NA	NA	NA
	Total applications received	0	10	0	10	0	14
	Shortlisted candidates for the tests (identify the type of test)	0	1	0	1	0	1
Test 1	NA	NA	NA	NA	NA	NA	NA
Test 2							
Test 3							
	Hired people	0	1	0	1	0	1
	Persons responsible for the selection	0	2	0	2	0	2
	Were the applicant(s) recruited through contacts?	Yes	No	Yes	No	Yes	No
		X		X		X	

Selection and hiring processes in feminized positions	PROCESS 1		PROCESS 2	
Date as of 31/12/2023	01/09/2023		01/06/2023	
Stand	ADMINISTRATIVE		ADMINISTRATIVE ASSISTANT	
	Yes	No	Yes	No

Selection and hiring processes in feminized positions		PROCESS 1		PROCESS 2	
Announcements	Targeted search for women's candidacies		X		X
	Express mention of women/men		X		X
	Non-sexist content	X		X	
	Sexist content		X		X
	Applications received	Women	Men	Women	Men
	By Ads	3	5	5	6
	By contacts	4	3		
	By employment services				
	From the organization itself				
	Other				
	Total applications received	7	8	5	6
Test 1	Shortlisted candidates for the tests (identify the type of test)	1	0	1	0
	Test 1	NA	NA	NA	NA
	Test 2				
	Test 3				
	Hired people	1	0	1	0
	Persons responsible for the selection	2	0	2	0
	Were the applicant(s) recruited through contacts?		YES		YES

The **selection** of Indutec Instalaciones S.A. is carried out as follows:

Technical and administrative personnel processes:

- Infojobs / LinkedIn
- Contacts
- Of the organization's staff
- Reorganization within the Organization (by belonging to a Group of Companies)

Production Staff Processes.

- By contact in the places where we operate.

In the selection of certain personnel, such as crane operators, journeymen, laborers or construction managers, it is impossible to get female candidates, because there are no applications for the positions. The selection processes are developed by the group's Human Resources Department and, on the other hand, in more technical positions, the intervention of the managers and managers of the Marco Infraestructuras y Medio Environment position is required.

Selection processes do not have an established pattern of follow-up during the evaluation of candidates. They are interviews without an established script.

Indutec Instalaciones SA does not have an exit interview when the employment relationship ends.

The current labour market does not favour finding profiles with the desired qualifications.

Within the Integrated Management System we have a specific procedure on people, which includes our personnel selection criteria (04 People and Environments V4).

At Indutec Instalaciones there are no workers with a Permanent-Discontinuous contract.

Below is the table for 2023 (regarding the dismissals and reasons related to the Indutec Instalaciones Workforce).

REASON FOR WITHDRAWAL	SEX	STAND
16.66% <i>Target Dismissal</i>	Man	Manager
	Man	Installer
33.33% <i>Termination of probationary period</i>	Man	Installer
	Woman	Administrative
	Man	Foreman
	Man	Production Manager
41.66% <i>Termination of contract</i>	5 Men	5 Installers
8.33% <i>Voluntary Resignation</i>	Woman	GIS Technician

### Professional Classification.

	MAN	TOTAL NUMBER OF MEN	H and M distribution	WOMAN	TOTAL NUMBER OF WOMEN	TOTAL H AND M	%TOTAL Category H & M	H and M distribution
MANAGER	2	3,50%	100%	0	0%	2	3,27%	0%
RESPONSIBLE ADMINISTRATION	1	1,75%	33,33%	1	25%	2	3,27%	66,66%
GROUP LEADER	2	3,50%	50%	0	0%	2	3,27%	50%
INSTALLER	27	47,36%	100%	0	0%	27	44,26%	0%
ADMINISTRATIVE	2	3,50%	66,66%	1	25%	3	4,91%	33,33%
TECHNICAL STUDIES	1	1,75%	50%	1	25%	2	3,27%	50%
SITE MANAGER	7	12,28%	100%	0	0%	7	11,47%	0%
MANAGER	9	15,78%	100%	0	0%	9	14,75%	0%
PRODUCTION DIRECTOR	1	1,75%	100%	0	0%	1	1,63%	0%
BUSINESS DEVELOPMENT DIRECTOR	1	1,75%	100%	0	0%	1	1,63%	0%
TECHNICAL OFFICE	2	3,50%	100%	0	0%	2	3,27%	0%
FOREMAN	1	1,75%	100%	0	0%	1	1,63%	0%
GIS TECHNICIAN	1	1,75%	100%	0	0%	1	1,63%	0%
PURCHASING TECHNICIAN	0	0%	0%	1	25%	1	1,63%	100%

### Female underrepresentation.

INDUTEC INSTALACIONES has specific positions that are clearly underrepresented.

In 2023 at INDUTEC INSTALACIONES

	WOMEN	% of the workforce	MEN	% of staff (61)
INSTALLER	0	0%	24	39,34%
MANAGER	0	0%	2	3,27%

TECHNICAL OFFICE	0	0%	2	3,27%
PERSON IN CHARGE	0	0%	9	14,75%
SITE MANAGER	0	0%	7	11,47%
GROUP LEADER	0	0%	2	3,27%

### Formation.

Number of people and hours that have been trained	Number of people	Women		Men	
		number	%	number	%
In the last year (people)	46	6	13,04%	40	86,95%
Number of hours dedicated to training in the last year/person	943	19,50		21	
Number of hours dedicated to training during the working day	350	0		8,14	
No. of hours spent on training outside working hours	593	19,50		12,88	
Courses taken in the last year and people who have participated (Indicate course name)	Number of people	Women		Men	
		number	%	number	%
LIFTING EQUIPMENT	20	0	0%	20	100%
BASIC LEVEL OF CONSTRUCTION	4	0	0%	4	100%
EXCELL	2	1	50%	1	50%
WORK AT HEIGHT	11	0	0%	11	100%
ORP MASONRY	1	0	0%	1	100%
ELECTRICITY PROVISIONS	1	0	0%	1	100%
ENGLISH	5	0	0%	5	100%
ORP OFFICES	1	1	100%	0	0%
Number of people who have received financial aid to attend external training courses (master's, postgraduate, etc.)	0	0	0%	0	0%
Number of people participating in professional development plans	5	1	20%	4	80%
Number of people who have received training to adapt to changes in the workplace	33	1	3,03%	32	96,96%
Number of people who receive training in key competences (computer science, time management, leadership, etc.)	1	1	100%	0	0%
Number of people who have modified the ordinary working day to attend training courses	32	0	0%	32	100%

Regarding the INDUTEC INSTALACIONES Training Plan, in 2023, we can say the following:

- In 2022 and 2023, no specific training on Equality has been carried out among the staff of Indutec Instalaciones
- It is aimed at all INDUTEC INSTALACIONES staff, without differentiating sex or category.
- For the design of this, the legal needs, needs of area managers, proposals from the workers themselves, etc., are used
- The courses taught are face-to-face, On-Line or Mixed.

Type of training	Men	% Men	H and M distribution	% total men	Women	% Women	% total women	H and M distribution
On – Line	4	7,01%	66,66%	7,01%	2	50%	50%	33,33%
Mixed	4	7,01%	50%	7,01%	4	50%	100%	50%
Face	32	56,14%	100%	56,14%	0	0%	0%	0%

Department	Men	% Men	H and M distribution	% total men	Women	% Women	% total women	H and M distribution
Production	35	100%	100%	61,40%	0	0%	0%	0%
Technical	5	8,77%	55,55%	8,77%	4	100%	100%	44,44%

- Flexibility is given in the schedules to give the trainings
- Any worker can request any training that they believe is interesting for their professional development.

For positions, before their incorporation it is checked if they have the legal training that applies to them and if they do not have it, the specific training for the job is carried out. (Ex, 8 p.m. Earthmoving, 8 p.m. Masonry, Lifting Equipment, Basic Level of Prevention...).

### Promotion.

Number of female workers and number of workers who have been promoted					
No. of people who have been promoted in level	Number of people	Women		Men	
		number	%	number	%
Year 2023	4	0	0%	4	0%
		Women		Men	

Number of people who have been promoted by departments	Number of people	Women		Men	
		number	%	number	%
PRODUCTION	3	0	0%	3	100%
ADMINISTRATION	1	0	0%	1	100%
Number of people who have been promoted by type of promotions	Number of people	Women		Men	
		number	%	number	%
Promotion without change of category	0	0	0%	0	0%
Promotion with change of category	4	0	0%	4	100%
Promotion linked to geographical mobility	0	0	0%	0	0%
Promotion linked to exclusive dedication	0	0	0%	0	0%
Promotion linked to availability to travel	0	0	0%	0	0%
Number of people who have been promoted by modality of promotion	Number of people	Women		Men	
		number	%	number	%
By objective evidence	0	0	0%	0	0%
By seniority	0	0	0%	0	0%
By company designation	4	0	0%	4	100%
Number of people who have been promoted in the last year 2023 in professional category	Number of people	Women		Men	
		number	%	number	%
Middle drive	3	0	0	3	100%
Administrative level	1	0	0%	1	100%

Promotions in recent years by origin and destination of the position																													
Origin and Destination	Management level					Intermediate						Technical level						Administrative level						Operator level					
	Women		Men		Total	Women		Men		Total		Women		Men		Total	Women		Men		Total	Women		Men		Total			
	Nº	%	Nº	%	Nº	Nº	%	Nº	%	Nº	Nº	%	Nº	%	Nº	%	Nº	%	Nº	%	Nº	%	Nº	%	Nº	%	Nº		
Management level	0	0%	1	9%	9%	00	0%	0	0%	0	0	0%	0	0%	0	0	0%	0	0%	0	0	0%	0	0%	0	0%	0		
Intermediate	0	0%	0	0%	0%	0	0%	0	0%	0	0	18%	2	0	0%	2	9%	1	0	0%	1	0%	0	0%	0	0%	0		
Technical level	0	0%	0	0%	0%	0	0	0	0%	0	0	45%	5	0%	0%	5	0	0	0%	0	0	0%	0	0%	0	0%	0		
Administrative level	0	0%	0	0%	0%	0	0%	0	0%	0	0	0%	0	0%	0	0	0%	0	0%	0	0	0%	0	0%	0	0%	0		
Operator level	0	0%	0	0%	0%	0	0	2	18%	2	2	0%	0	0%	0	0	0%	0	0%	0	0	0%	0	0%	0	0%	0		

		number	%	number	%
Up to 5 years (inclusive)	0	0	0	0	0
From 5 to 10 years old (inclusive)	0	0	0	0	0
From 10 to 15 years old (inclusive)	0	0	0	0	0
More than 15 years	0	0	0	0	0
Number of people with care responsibilities who have promoted	Number of people	Women		Men	
		number	%	number	%
Care for children under 12 years of age	0	0	0	0	0
Care for children over 12 years of age	0	0	0	0	0
Elder Care	0	0	0	0	0
Care for people with disabilities	0	0	0	0	0
Care for people with chronic illness or high dependents	0	0	0	0	0

Internal Promotion (data from the last four promotions)				
LIABILITY POSITIONS	Promotion 1	Promotion 2	Promotion 3	Ascent 4
Date	2023	2023	2023	2023
Stand	ANSWER. ADMINISTRATION	CONSTRUCTION MANAGER	ADMINISTRATIVE	SITE MANAGER



	Women	Men	Women	Men	Women	Men	Women	Men
Individuals who meet the requirements of the position	0	1	0	1	0	1	0	1
Persons who request it	0	1	0	1	0	1	0	1
Promoted people	0	1	0	1	0	1	0	1
Promoted individuals with caregiving responsibilities	0	0	0	0	0	0	0	0
Promoted persons who exercise or have exercised conciliation measures	0	0	0	0	0	0	0	0
Average seniority in the previous position of the promoted people	0	3.5 years	0	3 years	0	3 years	0	3.5 years
Average length of service in the company of the promoted people	0	4 years	0	4 years	0	4 years	0	4 years
Average age of people promoted	0	46 years old	0 years	56 years old	0	54 years old	0	37 years old

Of the squad that has been promoted in 2023, they were all men.

In the organization, there are 4 women who during this year 2023 have not promoted professionally.

As for the way to apply for promotions, INDUTEC INSTALACIONES prioritizes agility in assessing its competencies. There are no formalities, consensus is reached with those responsible for the people to be promoted, and the decision is made in agreement with the worker.

### **Working Conditions.**

The working conditions at INDUTEC INSTALACIONES are defined by several sources:

- Construction Collective Agreement that applies in each workplace.
- Particular conditions agreed with the worker.
- Job files established in the Integrated Management System (including competencies).
- Rules established in the workplaces (permanent and temporary).
- Office 365 has now been implemented, allowing users to modify their email rule to make digital disconnection effective.
- Leave of absence from work is made without formal registration by the workers, previously notifying their manager.
- At INDUTEC INSTALACIONES we do not work in shifts.
- There is no record of split and continuous working hours at INDUTEC INSTALACIONES because the usual is split working hours, except when a continuous working day is agreed with the worker.

### **Working time and work-life balance.**

INDUTEC INSTALACIONES establishes the following measures to promote personal and family conciliation:

- Reduction of working hours.
- Timetable specification.
- Flexible hours. (entry and exit of workers). It is not written, it is adapted to the personal circumstances of each worker. There is no time slot for incorporation, since it depends on the personal conditions of each worker.
- Telecommuting. It is agreed individually with each worker. There is no implementation of teleworking within INDUTEC INSTALACIONES but there is the possibility of negotiating individually, depending on the personal conditions of the worker and the conditions of the position to establish teleworking in a hybrid way. (face-to-face and remote). Due to the personal and specific conditions of the workers, they are allowed to work remotely.
- Autonomy.

The measures are included in the Welcome Manual that is given to the staff who join.

### **Means to be able to telework.**

- Delivery of equipment to be able to telework.
- Use of digital tools and systems (Google, Microsoft 365, Citrix, Navision, Dropbox, iAuditor, Signaturit, Slack, Zoom...).

Note: these measures affect those jobs that do not depend on face-to-face work, such as a crane operator, a manager ....

### **Year 2023 INDUTEC INSTALLATIONS.**

Infant Care Permit:

Men	Women
0	0

In 2023, no woman from the Indutec Instalaciones company has made use of maternity leave.

In 2023, the company Indutec Instalaciones has used paternity leave by two company workers.

Reduction of working hours.

Men	Women
0	0

Leave of absence.

Men	Women
0	0

### **Occupational health.**

INDUTEC INSTALACIONES has contracted an External Prevention Service (SPA), PLUS PREVENTION.

A Risk Assessment is carried out by jobs, in which the Gender perspective is taken into account.

Medical protocols are established depending on the positions evaluated, not differentiated by sex.

These protocols are applied when health surveillance is monitored at the beginning of your employment relationship, periodically or when the conditions of your position change.

The appointments for health surveillance are made by the ORP Technicians and take into account the location and schedule in order to reconcile. If a worker cannot attend with justification, the summons is changed.

The frequency of the summons is annual.

Specific protocols/procedures are established in cases of maternity, breastfeeding, and people with disabilities.

When a person requests an analysis of their position due to personal circumstances, it is evaluated again, and a specific recognition is made, if it is not included in the protocols already established.

If there are specific health campaigns for women, it is disseminated among workers.

Hygienic facilities are differentiated for men and women (changing rooms and bathrooms), if there is no presence of women in a center, and they join, hygienic facilities will be set aside for them.

Our MUTUAL INSURANCE Company in case of care in case of Accident is FRATERNIDAD MUTREPA.

No distinction is made between men and women.

In terms of accidents, the MUTUA Fraternidad Mutrespa differentiates between men and women.

A report is produced every year on the surveillance of workers' health by the SPA (More Prevention) differentiated by sex and by professional category. There, medical aspects are analysed anonymously (obesity, hypertension, visual problems...)

In workwear, there is no differentiation of pattern making, (except in certain cases), because the manufacturers and suppliers with whom we have agreements do not make differentiation. We take this circumstance into account in order to adapt the clothing to each worker as best as possible. We have spoken to different providers, and at the moment there is none that differentiates between men and women.

### **Retribution.**

A job evaluation and regulatory audit with an external entity has been carried out.

### **Communication.**

Indutec Instalaciones internal and external communication tries to be non-sexist.

INDUTEC INSTALACIONES internal communication is carried out through the following means:

- Grupo Marco PPP.
- Email.

- Videoconferences.
- Induction meetings (meetings that are held on the construction sites): ORP, Environment.
- Management Meetings.
- INDUTEC INSTALLATIONS website.

#### Examples of internal communication:

**Datos Notificación**

Tipo ¿A quien se envía?

Comunicación Todo el mundo

Título

GRUPO MARCO: Política Alcohol

Descripción

Archivo Editar Insertar Ver Formato Tabla Herramientas

**Buenas tardes a tod@s,**

Tal y como os hemos notificado en ocasiones anteriores, en el Grupo tenemos una política cero alcohol ([Política Alcohol](#)), os adjunto el enlace para que la podéis leer.

Después de las revisiones de gastos de este mes, parece ser, que hay personal que todavía desconoce esta política.

En los **tickets** de comida y cena que paga la empresa no puede aparecer alcohol.

A partir del mes de Noviembre se van a descontar los importes pertenecientes a consumo de alcohol que aparezcan en los **tickets**.

#### Examples of External Communication.

<input type="checkbox"/>	<a href="#">Jefe/a de Producción Edificación</a> (11 inscritos en oferta)	Archivada		20/02/2023	Caducada	Jaén
<input type="checkbox"/>	<a href="#">Jefe/a de Producción Edificación</a> (97 inscritos en oferta)	Archivada		10/01/2023	Caducada	Madrid

#### INDUTEC INSTALACIONES website.

**indutec** +34 91 990 66 00 info@indutecsa.es

EMPRESA SEGURIDAD INSTALACIONES PERSONAS CONTACTO

### Personas

Las personas que integran **Indutec** son la clave de nuestro crecimiento y definen el carácter de la empresa.

Consideramos que las personas son nuestro principal activo, por lo que apostamos por su desarrollo personal y profesional, promoviendo su seguridad y favoreciendo un buen clima de confianza y el trabajo en equipo.

Nuestra política se basa en la búsqueda de los mejores profesionales del sector, la generación de oportunidades de desarrollo profesional para nuestros empleados y su formación continua, con el objetivo de ofrecer un trabajo de calidad tanto a nuestros clientes como a nuestros empleados y colaboradores.

### Trabaja con nosotros

Si estás **interesado/a en unirse a nuestro equipo** y formar parte de nuestro proyecto profesional, envíanos tu Curriculum Vitae:

**Nombre** \*

Tu nombre

**Apellidos** \*

Tus apellidos

**Teléfono** \*

Tu número de teléfono

**Correo electrónico** \*

Tu dirección de correo electrónico

### **Gender violence.**

INDUTEC INSTALACIONES has an internal protocol, which has not been regularized with the Equality Plan, which is updated in this process.

At INDUTEC INSTALACIONES there have been no cases of gender-based violence to date December 31, 2023.

INDUTEC INSTALACIONES collaborates by providing resources to the Adecco Foundation, which among other measures has the insertion of people at risk of social exclusion.

There is a Protocol Guide for action affected by gender violence.

### **Prevention of sexual and gender-based harassment.**

INDUTEC INSTALACIONES has an internal protocol, which has not been regularized with the Equality Plan, which is updated in this process.

At INDUTEC INSTALACIONES there has been no case of Sexual and Gender-Based Harassment as of December 31, 2023.

### **Staff and Management Surveys.**

At INDUTEC INSTALACIONES a survey has been carried out in Google Forms, sent anonymously and confidentially to each employee of the workforce. Likewise, to the Management of INDUTEC INSTALACIONES to assess how they see the integration of equality in the company.

The results / evaluations of the template questionnaire are as follows:

- The responses to the Staff survey were 4 women and 36 men, out of a total of 61 people who are part of the organization.

WOMEN	TOTAL NUMBER OF WOMEN	TOTAL ON SQUAD	MEN	TOTAL NUMBER OF MEN	TOTAL	TOTAL ON SQUAD
4	4	6,55%	36	57	63,15%	59,01%

- Those who have responded the most are over 45 years of age, with representation 40.98%
- People personal responsibilities 57.37%
- Department that has participated the most: Production.
- Seniority is noticeable when answering, with the staff with less seniority responding more, with 82.50% representing
- Regarding the view of respondents on compliance and application of equality measures in the organization, most of the respondents answered Always or Almost Always, it is true that there is a small percentage (minority), who answer Do Not Know / Do Not Answer.
- 100% agree with implementing an Equality Plan.
- Improvements proposed by the respondents: Flexible working hours and work, work-life balance, professional classification, training courses, equal opportunities.
- Measures that they propose to be adopted: Teleworking, trying to get women to the work.
- 82.50% of those surveyed believe that the sector conditions the masculinisation of the Organisation.
- 95% of respondents think they don't have the same opportunities for promotion.
- 62.50% think that women can access management positions.
- Most think that actions should be taken to increase the number of women in the organization.

Address survey table.

WOMEN	TOTAL NUMBER OF WOMEN	TOTAL ON SQUAD	MEN	TOTAL NUMBER OF MEN	TOTAL	TOTAL ON SQUAD
0	0 %	0 %	2	3,6 %	2	3,50 %

The results / evaluations of the Management questionnaire are as follows:

- They are all men.
- 50% are under 45 years of age and 50% are over 45 years of age.
- One of the two has personal responsibilities.
- Regarding the implementation of the Equality Plan in the company Indutec Instalaciones both think that it is necessary and essential for their organization to have an Equality Plan within the organization.
- 50% of those surveyed are unaware of the existence of a harassment plan, but both know how to proceed if this is the case.
- Both workers think that the sector is masculinized and that is why there is greater representation of men within the organization.
- Both think that women can access management positions with equal treatment.
- 100% believe that women have the same opportunity as men to promote.
- 50% believe that positive promotion is not necessary to increase the number of women in the company.

## **Conclusions.**

Finally, a reflection is made based on the conclusions that have been drawn from the study of this Equality Plan for the company Indutec Instalaciones and the areas of improvement for this organization are also exposed.

INDUTEC INSTALACIONES has aspects to improve on the road to equality, some aspects have the ability to influence and others do not due to the characteristics of the sector to which it belongs.

Comments for each Area:

### **Selection and Hiring Process.**

In Selection, the labor market sets trends, at INDUTEC INSTALACIONES there is no segregation between men and women. Selection processes are not classified by sex. Many of the processes only have male candidates, and there are no female applicants. The selection criteria is not based on the sex of the person.

In Recruitment, as there have been more men than women, more men than women are hired in certain positions.

### **Professional classification.**

The contracts are made according to the conditions of the Construction Collective Agreement that applies to it, plus the improvement agreement agreed between the parties.

### **Formation.**

There is a difference between availability between men and women, outside of the working day, it is an aspect to improve. The training is aimed at men and women.

### **Professional Promotion.**

At INDUTEC INSTALACIONES there is a marked character of promotion or improvements in the position towards women, all the promoted positions except one are women.

### **Working conditions.**

Working conditions can be improved, at the moment the most noteworthy is the flexibility in the hours of entry and exit from the workplace, adaptation of the schedule to personal circumstances. Adaptation of the location of the position to particular conditions, leave of absence without justification or recovery of time.

### **Occupational Health.**

There are established procedures and protocols for situations that require it. The personal circumstances of the workers are identified, depending on their conditions, the positions are adapted.

### **Co-responsible exercise of the rights of personal, family and work life.**

INDUTEC INSTALACIONES has working methods and means/tools to be able to reconcile, in the positions that are possible (Example: a manager cannot telework. There is a way to improve with hybrid work.

### **Female underrepresentation.**

In MAINSA extinct positions, clearly masculinized, even with representation of 0 women in several positions. We are conditioned by the sector to which we belong, Construction. There is underrepresentation in positions of high responsibility, which are 100% occupied by men.

#### Retribution.

Job Evaluation and Remuneration Audit.

#### Prevention of sexual and gender-based harassment.

A protocol for the prevention of sexual and gender-based harassment has been carried out.

#### Non-sexist communication and language.

In communication, we try not to be sexist in the different means of publication.

#### Gender violence.

A guide to the situation of gender violence.

Aspects to improve in general:

- Greater presence of women at management levels.
- Greater presence of women in technical positions.
- Improve wages to reduce the wage gap.
- Seek social benefits to promote personal conciliation.
- Trying to hire women in construction production (crane operator, site manager...),
- Promote training for women.

Positives:

- Greater promotion of women.
- Women are more stable in the workplace.
- Work-life balance, in certain positions.
- Flexibility in working hours, administration staff.
- Salaries above the Collective Agreement that applies to them.
- Access to the training they demand.

## GENERAL MACHINERY AND EXCAVATION:

### General data.

GME at a general level the following Data.

By age range (as of 31/12/2023).

Age Range	Men	% Men of concentration over total	% total H and M	H and M distribution	Women	% Women over total	% total H and M	H and M distribution
>25	4	3,73%	3,53%	80%	1	16,66%	0,88%	20%
26-35	13	12,14%	11,50%	92,85%	1	16,66%	0,88%	7,14%
36-45	30	28,03%	26,54%	93,75%	2	33,33%	1,76%	6,25%
46-55	32	29,90%	28,31%	94,11%	2	33,33%	1,76%	5,88%
56-65	27	25,23%	23,89%	100%	0	0%	0%	0%
+65	1	0,93%	0,88%	100%	0	0%	0%	0%
<b>Total</b>	<b>107</b>				<b>6</b>			

By Professional category (as of 31/12/2023).



Posts	Men	% Men out of total	% total H and M	H and M distribution	Women	% Women over total	% total H and M	H and M distribution
Administrative	1	1,03%	0,97%	25%	3	50%	2,91%	75%
Production Director	1	1,03%	0,97%	100%	0	0%	0%	0%
Logistics Technician	1	1,03%	0,97%	100%	0	0%	0%	0%
Administration Manager	0	0%	0%	0%	1	16,66%	0,97%	100%
Manager	7	6,54%	6,19%	100%	0	0%	0%	0%
Manager	1	1,03%	0,97%	100%	0	0%	0%	0%
Machinist	75	70,09%	66,37%	100%	0	0%	0%	0%
Mechanic	10	10,30%	9,70%	100%	0	0%	0%	0%
Surveyor	1	1,03%	0,97%	100%	0	0%	0%	0%
Site Manager	6	5,60%	5,30%	100%	0	0%	0%	0%
Cleaning Operator	0	0%	0%	0%	1	16,66%	0,97%	100%
Technician Studies	1	1,03%	0,97%	100%	0	0%	0%	0%
Foreman	1	1,03%	0,97%	100%	0	0%	0%	0%
GIS Technician	0	0%	0%	0%	1	16,66%	0,97%	100%
Boss/ Group	1	1,03%	0,97%	100%	0	0%	0%	0%
Country Director	1	1,03%	0,97%	100%	0	0%	0%	0%
<b>Total</b>	<b>107</b>				<b>6</b>			

#### DISTRIBUTION BY SENIORITY IN THE POSITION AS OF 31/12/2023.

Antiquity	Men	% Men	H and M distribution	Women	% Women	H and M distribution
0-2 years	28	26,16%	100%	0	0%	0%
2-4 years	32	29,90%	96,96%	1	16,66%	3,03%
4-6 years	13	12,14%	92,85%	1	16,66%	7,14%
+ 6 years	34	31,77%	89,47%	4	66,66%	10,52%
<b>Total</b>	<b>107</b>			<b>6</b>		

GENDER/TYPE OF CONTRACT	FIXED	TEMPORARY	TOTAL
<b>MEN</b>	107	0	107
<b>WOMEN</b>	6	0	6
<b>TOTAL</b>	113	0	113

SEX/CONTRACT	COMPLETE	PARTIAL	TOTAL
<b>MEN</b>	107	0	107
<b>WOMEN</b>	4	2	6
<b>TOTAL</b>	111	2	113

#### Selection and hiring.

Additions in recent years by levels of responsibility				
Responsibility Positions (modify to match the company's structure)	Women's No.	No. of men	% women	% men
Top Position				
Management positions	0	2	0%	100%
Middle management				
<b>Subtotal Liability Charges</b>	0	2	0%	100%
Other jobs (modify to match the type of jobs)	No. of women at that level	No. of men at that level	% women at that level	% men at that level
Administrative staff	0	0	0%	0%
Technical staff	0	1	0%	100%
Operating or unqualified personnel	0	44	0%	100%
<b>Subtotal other jobs</b>	0	45	0%	100%
<b>TOTAL SQUAD</b>				

Selection and hiring processes for positions of responsibility		PROCESS 1		PROCESS 2		PROCESS 3		PROCESS 4	
Date as of 31/12/2023		2023		2023					
Stand		Site Manager		Director-Country					
		Yes	No	Yes	No	Yes	No	Yes	No
Announcements	Targeted search for women's candidacies		X		X				
	Express mention of women/men		X		X				
	Non-sexist content	X		X					
	Sexist content		X		X				
	Applications received	Women	Men	Women	Men	Women	Men	Women	Men
	By Ads	1	6	1	5				
	By contacts	0	0	0	0				
	By employment services	0	0	0	0				
	From the organization itself	0	0	0	0				
	Other	0	0	0	0				
	<b>Total applications received</b>	1	6	1	5				
	<b>Shortlisted candidates for the tests</b> (identify the type of test)	0	2	0	1				
Test 1	NA	NA	NA	NA	NA				
Test 2									
Test 3									
	<b>Hired people</b>	0	1	0	1				
	<b>Persons responsible for the selection</b>	2	0	2	0				

Selection and hiring processes for positions of responsibility	PROCESS 1		PROCESS 2		PROCESS 3		PROCESS 4	
Were the applicant(s) recruited through contacts?	Yes	No	Yes	No	Yes	No	Yes	No
		X		X				

Selection and hiring processes in masculinized positions	PROCESS 1		PROCESS 2		PROCESS 3	
	2023		2023		2023	
Stand	Machinist		Mechanic		Driller	
	Yes	No	Yes	No	Yes	No
Targeted search for women's candidacies		X		X		X
Express mention of women/men		X		X		X
Non-sexist content	X		X		X	
Sexist content		X		X		X
Applications received	Women	Men	Women	Men	Women	Men
By Ads	0	0	0	0	0	0
By contacts	0	7	0	4	0	3
By employment services	0	0	0	0	0	0
From the organization itself	0	0	0	0	0	0
Other	NA	NA	NA	NA	NA	NA
Total applications received	0	7	0	4	0	3
Shortlisted candidates for the tests (identify the type of test)	0	1	0	1	0	1
Test 1	INTERVIEW	NA	NA	NA	NA	NA
Test 2						
Test 3						
Hired people	0	1	0	1	0	1
Persons responsible for the selection	2	0	2	0	2	0
	Yes	No	Yes	No	Yes	No

Selection and hiring processes in masculinized positions	PROCESS 1		PROCESS 2		PROCESS 3	
Were the applicant(s) recruited through contacts?	X		X		X	

Selection and hiring processes in feminized positions		PROCESS 1		PROCESS 2		PROCESS 3	
Date as of 31/12/2023		09/2023		08/2023		10/2022	
Stand		SITE ADMINISTRATIVE - BATEA		PREVENTION TECHNICIAN		CLEANER	
		Yes	No	Yes	No	Yes	No
Announcements	Targeted search for women's candidacies		X		X		X
	Express mention of women/men		X		X		X
	Non-sexist content	X		X		X	
	Sexist content		X		X		X
	Applications received	Women	Men	Women	Men	Women	Men
	By Ads	16	13	7	14	0	0
	By contacts	0	0	0	0	4	0
	By employment services	NA	NA	NA	NA	NA	NA
	From the organization itself	0	0	0	0	0	0
	Other					3	0
	Total applications received	16	13	7	14	7	0
	Shortlisted candidates for the tests (identify the type of test)	7	6	6	12	NA	NA
Test 1	INTERVIEW	3	1	2	2	NA	NA
Test 2							
Test 3							
	Hired people	1	0	0	1	2	0
	Persons responsible for the selection	2	0	2	0	2	0
	Were the applicant(s) recruited through contacts?	Yes	No	Yes	No	Yes	No
			X		X	X	

The **selection** in General Maquinaria y Excavación (GME hereinafter), is carried out as follows:

Technical and administrative personnel processes:

- Infojobs / LinkedIn
- Contacts
- Of the organization's staff
- Reorganization within the Organization (by belonging to a Group of Companies)

Production Staff Processes.

- By contact in the places where we operate.

In the selection of certain personnel, such as crane operators, journeymen, laborers or construction managers, it is impossible to get female candidates, because there are no applications for the positions.

The selection processes are developed by the group's Human Resources Department and, on the other hand, in more technical positions, the intervention of the managers and managers of the General Machinery and Excavation position is required.

Selection processes do not have an established pattern of follow-up during the evaluation of candidates. They are interviews without an established script.

General de Maquinaria y Excavación does not have an exit interview when the employment relationship ends.

The current labour market does not favour finding profiles with the desired qualifications.

Within the Integrated Management System we have a specific procedure on people, which includes our personnel selection criteria (04 People and Environments V4).

In General de Maquinaria y Excavación there is no worker with a Fixed-Discontinuous contract.

Below is the table for 2023 (in terms of dismissals and reasons related to the GME Workforce).

<b>REASON LOW</b>	<b>SEX</b>	<b>STAND</b>
34.37% Target dismissal	Man	10 train drivers 1 Mechanic
19.35% Dismissal of workers	Man	5 train drivers Mechanic
3.22% Termination due to declaration of invalidities	Man	Production Manager
16.12% Termination of probationary period	Man	4 Driver 1 driller
3.22% Termination of the expiration of the time of the Agreement	Man	Topographer
16.12% Voluntary resignation	Man	3 train drivers Person in charge Country Director
6.45% Pensioner status	Man	Machinist Mechanic

### **Professional Classification.**

	MAN	TOTAL NUMBER OF MEN	TOTAL M & H	H and M distribution	WOMAN	TOTAL NUMBER OF WOMEN	TOTAL H AND M	H and M distribution
ADMINISTRATIVE	1	0,93%	0,88%	25%	3	50%	2,65%	75%
FOREMAN	1	0,93%	0,88%	100%	0	0%	0%	0%
COUNTRY DIRECTOR	1	0,93%	0,88%	100%	0	0%	0%	0%
PRODUCTION DIRECTOR	1	0,93%	0,88%	100%	0	0%	0%	0%
MANAGER	7	6,54%	6,19%	100%	0	0%	0%	0%
GROUP LEADER	1	0,93%	0,88%	100%	0	0%	0%	0%
SITE MANAGER	6	5,60%	5,30%	100%	0	0%	0%	0%
CLEANING OPERATOR	0	0%	0%	0%	1	16,66%	0,88%	100%
MANAGER	1	0,93%	0,88%	100%	0	0%	0%	0%
MACHINIST	75	70,09%	66,37%	100%	0	0%	0%	0%
MECHANIC	10	9,34%	8,84%	100%	0	0%	0%	0%
RESPONSIBLE ADMINISTRATION	0	0%	0%	0%	1	16,66%	0,88%	100%
TECHNICAL STUDIES	1	0,93%	0,88%	100%	0	0%	0%	0%
LOGISTICS TECHNICIAN	1	0,93%	0,88%	100%	0	0%	0%	0%
GIS TECHNICIAN	0	0%	0%	0%	1	16,66%	0,88%	100%
SURVEYOR	1	0,93%	0,88%	100%	0	0%	0%	0%
<b>TOTAL</b>	<b>107</b>				<b>6</b>			

### Female underrepresentation.

GME, has specific positions that are clearly underrepresented.

In 2023 at GME.

	WOMEN	% of the workforce	MEN	% of staff (113)
Machinist	0	0	75	66,37%
Mechanic	0	0	10	8,84%
Manager	0	0	7	6,19%
Manager/ Site	0	0	6	5,30%

There are many positions, especially with responsibility, that are occupied only by Men. It is a point to clearly improve.

### Formation.

Number of people and hours that have been trained	Number of people	Women		Men	
		number	%	number	%
In the last year (people)	39	4	10,25%	35	89,74%
Number of hours dedicated to training in the last year/person	582	7,25		15,80	
Number of hours dedicated to training during the working day	317	5,25		8,46	
No. of hours spent on training outside working hours	265	0,00		7,57	
Courses taken in the last year and people who have participated (Indicate course name)	Number of people	Women		Men	
		number	%	number	%
LIFTING PLATFORMS	2	0	0%	2	100%
BASIC LEVEL OF PREVENTION	4	0	0%	4	100%
CAP	3	0	0%	3	100%
EARTHWORKS	1	0	0%	1	100%
TREASURY	1	1	100%	0	0%
INTERNAL TRAINING - LEADERSHIP	27	3	11,11%	24	88,88%
WORK AT HEIGHT	1	0	0%	1	100%
Number of people who have received financial aid to attend external training courses (master's, postgraduate, etc.)	0	0	0%	0	0%
Number of people participating in professional development plans	39	4	10,25%	35	89,74%
Number of people who have received training to adapt to changes in the workplace	11	1	9,09%	10	90,90%
Number of people who receive training in key competences (computer science, time management, leadership, etc.)	28	3	10,71%	25	89,28%
Number of people who have modified the ordinary working day to attend training courses	36	4	11,11%	32	88,88%

Regarding the GME Training Plan, in 2023, we can say the following:

- In 2022 and 2023, no specific training on Equality has been carried out among the staff of the Infrastructure and Environment Framework.
- It is aimed at all GME staff, without differentiating sex or category.
- For the design of this, the legal needs, needs of area managers, proposals from the workers themselves, etc., are used
- The courses taught are face-to-face, online or mixed.

Type of training	Men	% Men	H and M distribution	% total men	Women	% Women	% total women	H and M distribution
On – Line	0	0%	0%	0%	0	0%	0%	0%
Mixed	4	3,73%	100%	3,73%	0	0%	0%	0%
Face	31	28,97%	100%	28,97%	4	100%	100%	11,42%

Department	Men	% Men	H and M distribution	% total men	Women	% Women	% total women	H and M distribution
PRODUCTION	30	28,03%	100%	28,03%	0	0%	0%	0%
TECHNICIANS	6	5,60%	85,71%	5,60%	1	16,66%	16,66%	14,28%
ADDRESS	2	1,86%	100%	28,03%	0	0%	0%	0%

- Flexibility is given in the schedules to give the training.
- In 2022, the hours of training for men and women are similar, except for those taught during the working day (this is because there are legal courses that are taught that are only carried out by men, e.g. NB Prevention).
- Any worker can request any training that they believe is interesting for their professional development.

For positions, before their incorporation it is checked if they have the legal training that applies to them and if they do not have it, the specific training for the job is carried out. (Ex, 8 p.m. Earthmoving, 8 p.m. Masonry, Lifting Equipment, Basic Level of Prevention...).

### Promotion.

Number of female workers and number of workers who have been promoted					
No. of people who have been promoted in level	Number of people	Women		Men	
		number	%	number	%

Number of people who have been promoted by departments	Number of people	Women		Men	
		number	%	number	%
ADMINISTRATION	0	0	0%	0	0%
SHOPPING	0	0	0%	0	0%
PRODUCTION	3	0	0%	3	100%
GIS	0	0	0%	0	0%
STUDIES	0	0	0%	0	0%
Number of people who have been promoted by type of promotions	Number of people	Women		Men	
		number	%	number	%
Promotion without change of category	0	0	0%	0	0%
Promotion with change of category	3	0	0%	3	100%
Promotion linked to geographical mobility	0	0	0%	0	0%
Promotion linked to exclusive dedication	0	0	0%	0	0%
Promotion linked to availability to travel	0	0	0%	0	0%
Number of people who have been promoted by modality of promotion	Number of people	Women		Men	
		number	%	number	%
By objective evidence	0	0	0%	0	0%
By seniority	0	0	0%	0	0%
By company designation	3	0	0%	3	100%
Year 2023	3	0	0%	3	100%
Number of people who have been promoted in the last year 2023 in professional category	Number of people				
Middle drive	3	0	0%	3	100%
Technical level	0	0	0%	0	0%
Administrative level	0	0	0%	0	0%
Operator level	0	0	0%	0	0%



Promotions in recent years by origin and destination of the position																									
Origin and Destination	Management level					Intermediate					Technical level					Administrative level					Operator level				
	Women		Men		Total	Women		Men		Total	Women		Men		Total	Women		Men		Total	Women		Men		Total
	n°	%	n°	%	n°	n°	%	n°	%	n°	n°	%	n°	%	n°	%	n°	%	n°	%	n°	%	n°	%	n°
Management level	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Intermediate	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	3	3
Technical level	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative level	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Operator level	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

		number	%	number	%
Up to 5 years (inclusive)	0	0	0	0	0
From 5 to 10 years old (inclusive)	0	0	0	0	0
From 10 to 15 years old (inclusive)	0	0	0	0	0
More than 15 years	0	0	0	0	0
Number of people with care responsibilities who have promoted	Number of people	Women		Men	
		number	%	number	%
Care for children under 12 years of age	0	0	0	0	0
Care for children over 12 years of age	0	0	0	0	0
Elder Care	0	0	0	0	0
Care for people with disabilities	0	0	0	0	0
Care for people with chronic illness or high dependents	0	0	0	0	0
Internal Promotion (data from the last four promotions)					

LIABILITY POSITIONS	Promotion 1		Promotion 2		Promotion 3		Ascent 4	
Date	01/01/2023		01/02/2023		13/03/2023			
Stand	FOREMAN		MANAGER		MANAGER			
	Women	Men	Women	Men	Women	Men	Women	Men
Individuals who meet the requirements of the position	0	1	0	1	0	1		
Persons who request it	0	1	0	1	0	1		
Promoted people	0	1	0	1	0	1		
Promoted individuals with caregiving responsibilities	0	0	0	0	0	0		
Promoted persons who exercise or have exercised conciliation measures	0	0	0	0	0	0		
Average seniority in the previous position of the promoted people	0 years	1 year	0 years	2 years	0 years	1.5 years		
Average length of service in the company of the promoted people	0 years	1 year	0 years	2 years	0 years	1.5 years		
Average age of people promoted	0 years	1 year	0 years	2 years	0 years	1.5 years		

The male sector, in General Machinery and Excavation, decides to promote internally instead of externally seeking voluntary improvements.

As for the way to apply for promotions, GME prioritizes agility in assessing their skills. There are no formalities, consensus is reached with those responsible for the people to be promoted, and the decision is made in agreement with the worker.

### **Working Conditions.**

Working conditions at GME are defined by several sources:

- Construction Collective Agreement that applies in each workplace.
- Particular conditions agreed with the worker.
- Job files established in the Integrated Management System (including competencies).
- Rules established in the workplaces (permanent and temporary).
- Office 365 has now been implemented, allowing users to modify their email rule to make digital disconnection effective.
- Leave of absence from work is made without formal registration by the workers, previously notifying their manager.
- GME does not work in shifts.
- There is no record of split and continuous working hours in GME because the usual is split working hours, except when a continuous working day is agreed with the worker.

### **Working time and work-life balance.**

GME, establishes the following measures to promote personal and family conciliation:

- Reduction of working hours.
- Timetable specification.
- Flexible hours. (entry and exit of workers). It is not written, it is adapted to the personal circumstances of each worker. There is no time slot for incorporation, since it depends on the personal conditions of each worker.
- Telecommuting. It is agreed individually with each worker. There is no implementation of teleworking within GME, but there is the possibility of negotiating individually, depending on the personal conditions of the worker and the conditions of the position to establish teleworking in a hybrid way. (face-to-face and remote). Due to the personal and specific conditions of the workers, they are allowed to work remotely.
- Autonomy.

The measures are included in the Welcome Manual that is given to the staff who join.

### **Means to be able to telework.**

- Delivery of equipment to be able to telework.
- Use of digital tools and systems (Google, Microsoft 365, Citrix, Navision, Dropbox, iAuditor, Signaturit, Slack, Zoom...).

Note: these measures affect those jobs that do not depend on face-to-face work, such as a crane operator, a manager ....

### **Year 2023 GME.**

Infant Care Permit:

Men	Women
0	0

In 2023, no woman in the General Machinery and Excavation company has made use of maternity leave.

In 2023, a man from the General Machinery and Excavation company has made use of the paternity permit.

Reduction of working hours.

Men	Women
0	0

Leave of absence.

Men	Women
0	0

**Occupational health.**

GME has contracted an External Prevention Service (SPA), PLUS PREVENTION.

A Risk Assessment is carried out by jobs, in which the Gender perspective is taken into account.

Medical protocols are established depending on the positions evaluated, differentiated by sex.

These protocols are applied when health surveillance is monitored at the beginning of your employment relationship, periodically or when the conditions of your position change.

The appointments for health surveillance are made by the ORP Technicians and take into account the location and schedule in order to reconcile. If a worker cannot attend with justification, the summons is changed.

The frequency of the summons is annual.

Specific protocols/procedures are established in cases of maternity, breastfeeding, and people with disabilities.

When a person requests an analysis of their position due to personal circumstances, it is evaluated again, and a specific recognition is made, if it is not included in the protocols already established.

If there are specific health campaigns for women, it is disseminated among workers.

Hygienic facilities are differentiated for men and women (changing rooms and bathrooms), if there is no presence of women in a center, and they join, hygienic facilities will be set aside for them.

Our MUTUAL INSURANCE Company in case of care in case of Accident is FRATERNIDAD MUTREPA.

No distinction is made between men and women.

In terms of accidents, the MUTUA Fraternidad Mutrespa differentiates between men and women.

A report is produced every year on the surveillance of workers' health by the SPA (More Prevention) differentiated by sex and professional category. There, medical aspects are analyzed anonymously (obesity, hypertension, visual problems...)

With regard to personal protective equipment, a modification has been made in terms of all the companies that are part of the Group and a pattern differentiated by sex has been established.

**Retribution.**

Carried out job evaluation and regulatory audit with external entity.

**Communication.**

The internal and external communication of General de Maquinaria y Excavación tries to be non-sexist.

GME's internal communication is carried out through the following means:

- Grupo Marco PPP.
- Email.
- Videoconferences.
- Induction meetings (meetings that are held on the construction sites): ORP, Environment.
- Management Meetings.
- GME website.

## Examples of internal communication:

**Datos Notificación**

Tipo: Comunicación  
¿A quien se envía?: Todo el mundo

Título: GRUPO MARCO: Política Alcohol

Descripción:

Archivo Editar Insertar Ver Formato Tabla Herramientas

**Buenas tardes a tod@s,**

Tal y como os hemos notificado en ocasiones anteriores, en el Grupo tenemos una política cero alcohol ([Política Alcohol](#)), os adjunto el enlace para que la podéis leer.

Después de las revisiones de gastos de este mes, parece ser, que hay personal que todavía desconoce esta política.

En los tickets de comida y cena que paga la empresa no puede aparecer alcohol.

A partir del mes de Noviembre se van a descontar los importes pertenecientes a consumo de alcohol que aparezcan en los tickets.

## Examples of External Communication.

<input type="checkbox"/>	<a href="#">Jefe/a de Producción Edificación</a> (11 inscritos en oferta)	Archivada		20/02/2023	Caducada	Jaén
<input type="checkbox"/>	<a href="#">Jefe/a de Producción Edificación</a> (97 inscritos en oferta)	Archivada		10/01/2023	Caducada	Madrid

## GME website.

**GRUPO MARCO** INFRAESTRUCTURAS

976 151 014 | info@marcoinfraestructuras.com

Inicio Empresa Políticas de empresa Áreas de trabajo Medios técnicos Personas Presencia Global

profesionales del sector, la generación de oportunidades de desarrollo profesional para nuestros empleados y su formación continua, con el objetivo de ofrecer un trabajo de calidad tanto a nuestros clientes como a nuestros empleados y colaboradores.

Apellidos \*

Tu número de teléfono \*

Tu dirección de correo electrónico \*

Curriculum Vitae

Seleccionar archivo Ninguno archivo selec.

Mensaje

## Gender violence.

GME has an internal protocol, which has not been regularised with the Equality Plan, which is updated in this process.

In GME there have been no cases of gender violence to date December 31, 2023.

GME collaborates by providing resources to the Adecco Foundation, which among other measures has the insertion of people at risk of social exclusion.

There is a Protocol Guide for action affected by gender violence.

### **Prevention of sexual and gender-based harassment.**

GME has an internal protocol, which has not been regularised with the Equality Plan, which is updated in this process.

In GME there have been no cases of Sexual and Gender-Based Harassment as of December 31, 2023.

### **Staff and Management Surveys.**

At GME, a survey has been carried out in Google Forms, sent anonymously and confidentially to each employee of the workforce. Likewise, to the Management of GME, to assess how they see the integration of equality in the company.

The results / evaluations of the template questionnaire are as follows:

- The answers to the Staff survey were as follows: 5 people, 40% men and 60% women.

WOMEN	TOTAL NUMBER OF WOMEN	TOTAL ON SQUAD	MEN	TOTAL NUMBER OF MEN	TOTAL	TOTAL ON SQUAD
3	50%	2,65%	2	1,86%	5	1,76%

- All those who have responded are under 45 years old.
- 60% of the people who have responded to the survey have responsibilities.
- The departments that have responded belong to the following departments: study technician and administration.
- The staff who responded to the survey have this seniority: 20% between 2 and 5 years and 80% more than 5 years of seniority.
- Regarding the respondents' view of compliance and application of equality measures in the organization, most of the respondents answered Always or Almost Always.
- 100% agree with implementing an Equality Plan.
- 100% of those surveyed believe that the sector conditions the masculinisation of the Organisation.
- 40% think they have the same opportunities as the men in their organization to promote and the remaining 60% think they do not have the same opportunities for promotion as men.
- 60% think that women can access management positions.
- Most think that actions should be taken to increase the number of women in the organization.

Address survey table.

WOMEN	TOTAL NUMBER OF WOMEN	TOTAL ON SQUAD	MEN	TOTAL NUMBER OF MEN	TOTAL	TOTAL ON SQUAD
0	0 %	0 %	2	1,86%	2	1,76%

The results / evaluations of the Management questionnaire are as follows:

- They are all men.
- 100% are over 45 years old.
- Everyone has family responsibilities.
- The measures proposed by the respondents are the following: More female presence in production line and workshop positions, favoring contracts for women in careers and internship contracts.
- 50% of them believe that masculinization is due to a lack of training. And the rest of the respondents believe that it is due to the sector and the type of work that is done in the organization.
- 100% believe that women can access management positions.
- 100% believe that women have the same opportunity as men to promote.
- 100% believe that women in the company do not have fewer opportunities for promotion than men.

### **Conclusions.**

Finally, a reflection is made based on the conclusions that have been drawn from the study of this Equality Plan for the General Machinery and Excavation company and the areas of improvement for this organization are also exposed.

GME, you have aspects to improve on the path to equality, some aspects have the ability to influence and others do not due to the characteristics of the sector to which it belongs.

Comments for each Area:

#### **Selection and Hiring Process.**

In Selection, the labor market sets trends, in GME there is no segregation between men and better men. Selection processes are not classified by sex. Many of the processes only have male candidates, and there are no female applicants. The selection criteria is not based on the sex of the person.

In Recruitment, as there have been more men than women, more men than women are hired in certain positions.

#### **Professional classification.**

The contracts are made according to the conditions of the Construction Collective Agreement that applies to it, plus the improvement agreement agreed between the parties.

#### Formation.

There is a bit of a difference between availability between men and women, outside of working hours, it is an aspect to improve. The training is aimed at men and women.

#### Processional Promotion.

In GME there is a marked character of promotion or improvements in the position towards women, all the promoted positions except one are women.

#### Working conditions.

Working conditions can be improved, at the moment the most noteworthy is the flexibility in the hours of entry and exit from the workplace, adaptation of the schedule to personal circumstances. Adaptation of the location of the position to particular conditions, leave of absence without justification or recovery of time.

#### Occupational Health.

There are established procedures and protocols for situations that require it. The personal circumstances of the workers are identified, depending on their conditions, the positions are adapted.

#### Co-responsible exercise of the rights of personal, family and work life.

GME has working methods and means/tools to be able to reconcile, in the positions that are possible (Example: a manager cannot telework. There is a way to improve with hybrid work.

#### Female underrepresentation.

In GME there are positions, clearly masculinized, even with representation of 0 women in several positions. We are conditioned by the sector to which we belong, Construction. There is underrepresentation in positions of high responsibility, which are 100% occupied by men.

#### Retribution.

Job Evaluation and Remuneration Audit.

#### Prevention of sexual harassment and sexual harassment.

A protocol for the prevention of sexual and gender-based harassment has been carried out.

#### Non-sexist communication and language.

In communication, we try not to be sexist in the different means of publication.

#### Gender violence.

A guide to the situation of gender violence.

#### Aspects to improve in general:

- Greater presence of women at management levels.
- Greater presence of women in technical positions.
- Improve wages to reduce the wage gap.
- Seek social benefits to promote personal conciliation.
- Trying to hire women in construction production (crane operator, site manager...),
- Promote training for women.

#### Positives:

- Greater promotion of women.



- Women are more stable in the workplace.
- Work-life balance, in certain positions.
- Flexibility in working hours, administration staff.
- Salaries above the Collective Agreement that applies to them.
- Access to the training they demand.

## **ALVIPRE FACTORY SL:**

### **General data.**

ALVIPRE at a general level the following data.

By age range (as of 31/12/2023).

Age Range	Men	% Men of concentration over total	% total H and M	H and M distribution	Women	% Women over total	% total H and M	H and M distribution
>25	8	10%	8,79%	100%	0	0%	0%	0%
26-35	9	11,25%	9,89%	69,23%	4	36,36%	4,39%	30,76%
36-45	21	26,25%	23,07%	84%	4	36,36%	4,39%	16%
46-55	26	32,5%	28,57%	89,65%	3	27,27%	3,29%	10,34%
56-65	16	20%	17,58%	100%	0	0	0	0
+65	0	0	0	0	0	0	0	0
<b>Total</b>	<b>80</b>				<b>11</b>			

By Professional category (as of 31/12/2023).

Posts	Men	% Men out of total	% total H and M	H and M distribution	Women	% Women over total	% total H and M	H and M distribution
ADMINISTRATIVE	1	1,25%	1,09%	25%	3	9,09%	3,29%	75%
MASON	2	2,5%	2,19%	100%	0	0%	0%	0%
FOREMAN	1	1,25%	1,09%	100%	0	0%	0%	0%
PURCHASING TECHNICIAN	1	1,25%	1,09%	100%	0	0%	0%	0%
FACTORY MANAGER	0	0%	0%	0%	1	100%	100%	100%
ASSEMBLY DIRECTOR	1	1,25%	1,09%	100%	0	0%	0%	0%
MANAGER	7	8,75%	7,69%	100%	0	0%	0%	0%
FERRALLISTA	2	2,5%	2,19%	100%	0	0%	0%	0%
TEAM LEADER	14		15,38%	100%	0	0%	0%	0%
ASSEMBLY TEAM LEADER	1	1,25%	1,09%	100%	0	0%	0%	0%
MANAGER	1	1,25%	1,09%	100%	0	0%	0%	0%
WAREHOUSE OPERATOR	0	0%	0%	0%	1	100%	100%	100%
FACTORY OPERATOR	40	50%	43,95%	93,02%	3	27,27%	3,29%	7,14%
METALLURGICAL OPERATOR	2	2,5%	2,19%	66,66%	1	9,09%	1,09%	33,33%
SITE OPERATOR	1	1,25%	1,09%	100%	0	0%	0%	0%
LOGISTICS MANAGER	1	1,25%	1,09%	100%	0	0%	0%	0%
RESPONSIBLE ADMINISTRATION	0	0%	0%	0%	1	100%	100%	100%
QUALITY TECHNICIAN	2	2,5%	2,19%	100%	0	0%	0%	0%
SALES TECHNICIAN	3	3,75%	3,29%	100%	0	0%	0%	0%
GIS TECHNICIAN	0	0%	0%	0%	1	100%	100%	100%

### DISTRIBUTION BY SENIORITY IN THE POSITION AS OF 31/12/2023.

Antiquity	Men	% Men	% of total H and M	H and M distribution	Women	% Women	% of total M&H	H and M distribution
0-2 years	40	50%	43,95%	85,10%	7	63,63%	7,69%	14,89%
2-4 years	19	23,75%	20,87%	95%	1	9,09%	1,09%	5%
4-6 years	16	20%	17,58%	88,88%	2	18,18%	2,19%	11,11%
+ 6 years	5	6,25%	5,49%	83,33%	1	9,09%	1,09%	16,66%
<b>Total</b>	<b>80</b>				<b>11</b>			

GENDER/TYPE OF CONTRACT	FIXED	TEMPORARY	TOTAL
<b>MEN</b>	73	7	80
<b>WOMEN</b>	11	0	11
<b>TOTAL</b>	84	7	91

SEX/CONTRACT	COMPLETE	PARTIAL	TOTAL
<b>MEN</b>	78	2	80
<b>WOMEN</b>	11	0	11
<b>TOTAL</b>	89	2	91

### Selection and hiring.

Additions in recent years by levels of responsibility				
Responsibility Positions (modify to match the company's structure)	Women's No.	No. of men	% women	% men
Top Position	0	0	0%	0%
Management positions	0	0	0%	0%
Middle management	0	2	0%	100%
<b>Subtotal Liability Charges</b>	0	2		
Other jobs (modify to match the type of jobs)	No. of women at that level	No. of men at that level	% women at that level	% men at that level
Administrative staff	0	0	0%	0%
Technical staff	0	2	0%	100%
Operating or unqualified personnel	2	5	28,57%	71,42%
<b>Subtotal other jobs</b>	2	7		
<b>TOTAL SQUAD</b>				

Selection and hiring processes for positions of responsibility		PROCESS 1		PROCESS 2		PROCESS 3		PROCESS 4	
Date as of 31/12/2023		2023		2023		2023		2023	
Stand		LOGISTICS TECHNICIAN		TECHNICAL QUALITY		FACTORY OPERATORS		REBAR OPERATORS	
		Yes	No	Yes	No	Yes	No	Yes	No
Announcements	Targeted search for women's candidacies		X		X		X		x
	Express mention of women/men		X		X		X		X
	Non-sexist content	X		X		X		X	
	Sexist content		X		X		X		X
Applications received		Women	Men	Women	Men	Women	Men	Women	Men
By Ads		2	5	1	0	0	0	0	0
By contacts		0	0	0	4	2	0	0	0
By employment services		0	0	0	0	0	0	0	0
From the organization itself		0	1	0	0	0	1	0	4
Other		0	0	0	0	0	0	0	0
Total applications received		1	6	1	4	2	1	0	4
Shortlisted candidates for the tests (identify the type of test)		0	1	0	4	2	1	0	4
Test 1	NA	NA	NA	NA	NA	NA	NA	NA	NA
Test 2									
Test 3									
Hired people		0	1	0	1	2	1	0	4
Persons responsible for the selection		0	2	0	2	0	2	0	2
Were the applicant(s) recruited through contacts?		Yes	No	Yes	No	Yes	No	Yes	No
		X			X		x	x	
Selection and hiring processes in masculinized positions		PROCESS 1		PROCESS 2		PROCESS 3		PROCESS 4	
Date (as of 31/12/2023)		2023		2023					
Stand		PRODUCTION OPERATOR		REBAR OPERATOR					
		Yes	No	Yes	No	Yes	No	Yes	No
Announcements	Targeted search for women's candidacies		X		X				
	Express mention of women/men		X		X				
	Non-sexist content	X		X					
	Sexist content		X		X				

Selection and hiring processes in masculinized positions		PROCESS 1		PROCESS 2		PROCESS 3		PROCESS 4	
Applications received		Women	Men	Women	Men	Women	Men	Women	Men
By Ads		0	0	0	0				
By contacts		2	0	0	0				
By employment services		0	0	0	0				
From the organization itself		0	1	0	4				
Other		0	0	0	0				
Total applications received		2	1	0	4				
Shortlisted candidates for the tests (identify the type of test)		2	1	0	4				
Test 1	INTERVIEW	NA	NA	NA	NA				
Test 2									
Test 3									
Hired people		2	1	0	4				
Persons responsible for the selection		0	2	0	2				
Were the applicant(s) recruited through contacts?		Yes	No	Yes	No	Yes	No	Yes	No
		X		X					

Selection and hiring processes in feminized positions		PROCESS 1		PROCESS 2		PROCESS 3	
Date as of 31/12/2023		2023					
Stand		ADMINISTRATIVE					
		Yes	No	Yes	No	Yes	No
Announcements	Targeted search for women's candidacies		X				
	Express mention of women/men		X				
	Non-sexist content	X					
	Sexist content		X				
	Applications received	Women	Men	Women	Men	Women	Men
By Ads		5	6				
By contacts		0	0				
By employment services		0	0				
From the organization itself		0	0				
Other		0	0				
Total applications received		5	6				
Shortlisted candidates for the tests (identify the type of test)		1	0				
Test 1	INTERVIEW	NA	NA				

	Selection and hiring processes in feminized positions	PROCESS 1		PROCESS 2		PROCESS 3	
Test 2							
Test 3							
	Hired people	1	0				
	Persons responsible for the selection	2	0				
	Were the applicant(s) recruited through contacts?	Yes	No	Yes	No	Yes	No
			X				

The **selection** at Alvipre Factory SL (hereinafter ALVIPRE) is carried out as follows:

Technical and administrative personnel processes:

- Infojobs / LinkedIn
- Contacts
- Of the organization's staff
- Reorganization within the Organization (by belonging to a Group of Companies)

Production Staff Processes.

- By contact in the places where we operate.

In the selection of certain personnel, such as crane operators, journeymen, laborers or construction managers, it is impossible to get female candidates, because there are no applications for the positions.

The selection processes are developed by the group's Human Resources Department and, on the other hand, in more technical positions, the intervention of the managers and managers of the Marco Infraestructuras y Medio Environment position is required.

Selection processes do not have an established pattern of follow-up during the evaluation of candidates. They are interviews without an established script.

Alvipre Factory SL does not have an exit interview when the employment relationship ends.

The current labour market does not favour finding profiles with the desired qualifications.

Within the Integrated Management System we have a specific procedure on people, which includes our personnel selection criteria (*04 People and Environments V4*).

At Alvipre Factory SL there are no workers with a Permanent-Discontinuous contract.

Below is the table for 2023 (in terms of dismissals and reasons related to the ALVIPRE Workforce).

REASON FOR WITHDRAWAL	SEX	STAND
14.28% Dismissal for objective reasons	2 Women	Production Operator
	11 Men	
1.09% Dismissal of the worker	1 Man	Production Operator
6.59% Termination of probationary period	3 Women	Production Operator
	3 Men	
2.19% Voluntary Resignation	2 Men	Quality Control Technician
		Production Operator

### Professional Classification.

	MAN	% TOTAL MEN	H and M distribution	WOMAN	% OF TOTAL WOMEN	TOTAL H AND M	%TOTAL Category H & M	H and M distribution
ADMINISTRATIVE	1	1,25%	25%	3	27,27%	4	4,39%	75%
MASON	2	2,5%	100%	0	0%	2	2,19%	0%
FOREMAN	1	1,25%	100%	0	0%	1	1,09%	0%
PURCHASING TECHNICIAN	1	1,25%	100%	0	0%	1	1,09%	0%
FACTORY MANAGER	0	0%	0%	1	9,09%	1	1,09%	100%
ASSEMBLY DIRECTOR	1	1,25%	100%	0	0%	1	1,09%	0%
MANAGER	7	8,75%	100%	0	0%	7	7,69%	0%
FERRALLISTA	2	2,5%	100%	0	0%	2	2,19%	0%
TEAM LEADER	14	17,5%	100%	0	0%	14	15,38%	0%
ASSEMBLY TEAM LEADER	1	1,25%	100%	0	0%	1	1,09%	0%
MANAGER	1	1,25%	100%	0	0%	1	1,09%	0%
PRODUCTION OPERATOR	42	52,5%	91,30%	4	36,36%	46	50,54%	8,69%
WAREHOUSE OPERATOR	0	0%	0%	1	9,09%	1	1,09%	100%
SITE OPERATOR	1	1,25%	100%	0	0%	1	1,09%	0%
LOGISTICS MANAGER	1	1,25%	100%	0	0%	1	1,09%	0%
RESPONSIBLE ADMINISTRATION	0	0%	0%	1	9,09%	1	1,09%	100%
QUALITY TECHNICIAN	2	2,5%	100%	0	0%	2	2,19%	0%
GIS TECHNICIAN	0	0%	0%	1	9,09%	1	1,09%	100%
SALES TECHNICIAN	3	3,75%	100%	0	0%	3	3,29%	0%
<b>TOTAL</b>	<b>80</b>			<b>11</b>				

### Female underrepresentation.

ALVIPRE has specific positions that are clearly underrepresented.

In 2023 at ALVIPRE.

STAND	WOMEN	% of the workforce	MEN	% of the workforce
MASON	0	0%	2	2,19%
MANAGER	0	0%	7	7,69%
TEAM LEADER	0	0%	14	15,38%
FACTORY OPERATOR	3	0%	40	43,95%
SALES TECHNICIAN	0	0%	3	3,29%
QUALITY TECHNICIAN	0	0%	2	2,19%

There are many positions, especially in management or with responsibility that are occupied only by men.

Job valuation, as has been carried out:

## Formation.

Number of people and hours that have been trained	Number of people	Women		Men	
		number	%	number	%
In the last year (people)	76	16	21,05%	60	78,94%
Number of hours dedicated to training in the last year/person	1337	5,83		18,95	
Number of hours dedicated to training during the working day	650	5,61		8,44	
No. of hours spent on training outside working hours	610	0		9,38	
Courses taken in the last year and people who have participated (Indicate course name)	Number of people	Women		Men	
		number	%	number	%
LIFTING PLATFORMS	10	0	0%	10	100%
WORK AT HEIGHT	7	0	0%	7	100%
TEAM MANAGEMENT	32	10	31,25%	22	68,75%
INTERNAL TRAINING-LEADERSHIP	6	5	83,33%	1	16,66%
ASSEMBLY OFFICER	6	0	0%	6	100%
INDUSTRIAL ELECTRICITY	1	0	0%	1	100%
BASIC LEVEL OF CONSTRUCTION	1	0	0%	1	100%
CONSTRUCTION METAL	1	0	0%	1	100%
Number of people who have received financial aid to attend external training courses (master's, postgraduate, etc.)	1	0	0%	1	100%
Number of people participating in professional development plans	26	0	0%	26	100%
Number of people who have received training to adapt to changes in the workplace	26	0	0%	26	100%
Number of people who receive training in key competences (computer science, time management, leadership, etc.)	38	15	39,47%	23	60,52%
Number of people who have modified the ordinary working day to attend training courses	62	15	24,19%	47	75,80%

Regarding the ALVIPRE Training Plan, in 2023, we can say the following:

- In 2022 and 2023, no specific training on Equality has been carried out among the staff of Alvipre Factory SL.
- It is aimed at all ALVIPRE staff, without differentiating sex or category.
- For the design of this, the legal needs, needs of area managers, proposals from the workers themselves, etc., are used
- The courses taught are face-to-face, online or mixed.

Type of training	Men	% Men	H and M distribution	% Total	Women	% Women	% Total	H and M distribution
On – Line	2	2,5%	100%	2,19%	0	0%	0%	0%
Mixed	1	1,25%	100%	1,09%	0	0%	0%	0%
Face	65	81,25%	80,24%	71,42%	16	100%	100%	100%

Department	Men	% Men	H and M distribution	% Total	Women	% Women	% Total	H and M distribution
PRODUCTION	44	55%	100%	48,35%	0	0%	0%	0%
TECHNICAL	0	0%	0%	0%	3	27,27%	3,29%	100%
ADDRESS	3	3,75%	60%	3,29%	2	18,18%	2,19%	40%

- Flexibility is given in the schedules to give the trainings
- In 2023, the training hours of men and women are different, but as for the technical department, there is representation by the women of the organization.
- Any worker can request any training that they believe is interesting for their professional development.

For positions, before their incorporation it is checked if they have the legal training that applies to them and if they do not have it, the specific training for the job is carried out. (Ex, 8 p.m. Earthmoving, 8 p.m. Masonry, Lifting Equipment, Basic Level of Prevention...).

### Promotion.

Number of female workers and number of workers who have been promoted					
No. of people who have been promoted in level	Number of people	Women		Men	
		number	%	number	%
	9	0	0%	9	100%
Number of people who have been promoted in the last year 2023 in professional category	Number of people				
Middle drive	2	0	0%	2	22,22%
Technical level	0	0	0%	0	0%
Administrative level	0	0	0%	0	0%
Operator level	7	0	0%	7	77,77%



Number of people who have been promoted by departments	Number of people	Women		Men	
		number	%	number	%
OPERATOR	9	0	0%	9	100%
Number of people who have been promoted by type of promotions	Number of people	Women		Men	
		number	%	number	%
Promotion without change of category	5	0	0%	5	100%
Promotion with change of category	4	0	0%	4	100%
Promotion linked to geographical mobility	0	0	0%	0	0%
Promotion linked to exclusive dedication	0	0	0%	0	0%
Promotion linked to availability to travel	0	0	0%	0	0%
Number of people who have been promoted by modality of promotion	Number of people	Women		Men	
		number	%	number	%
By objective evidence	0	0	0%	0	0%
By seniority	0	0	0%	0	0%
By company designation	9	0	0%	9	100%

		number	%	number	%
Up to 5 years (inclusive)	0	0	0	0	0
From 5 to 10 years old (inclusive)	0	0	0	0	0
From 10 to 15 years old (inclusive)	0	0	0	0	0
More than 15 years	0	0	0	0	0
Number of people with care responsibilities who have promoted	Number of people	Women		Men	
		number	%	number	%
Care for children under 12 years of age	0	0	0%	0	0%
Care for children over 12 years of age	0	0	0%	0	0%
Elder Care	0	0	0%	0	0%

Care for people with disabilities	0	0	0%	0	0%
Care for people with chronic illness or high dependents	0	0	0%	0	0%

Promotions in recent years by origin and destination of the position

	Management level					Intermediate						Technical level						Administrative level						Other	
	Women		Men		Total	Women		Men		Total		Women		Men		Total	Women		Men		Total	Women			
	number	%	number	%	number	number	%	number	%	number	number	%	number	%	number	number	%	number	%	number	number	%	number		
1	0	0%	1	9%	9%	00	0%	0	0%	0	0	0%	0	0%	0	0	0%	0	0%	0	0	0%	0		
2	0	0%	0	0%	0%	0	0%	0	0%	0	0	18%	2	0	0%	2	9%	1	0	0%	1	0%	0		
3	0	0%	0	0%	0%	0	0	0	0%	0	0	45%	5	0%	0%	5	0	0	0%	0	0	0%	0		
4	0	0%	0	0%	0%	0	0%	0	0%	0	0	0%	0	0%	0	0	0%	0	0%	0	0	0%	0		
5	0	0%	0	0%	0%	0	0	2	18%	2	2	0%	0	0%	0	0	0%	0	0%	0	0	0%	0		

Internal Promotion (data from the last four promotions)

REST OF THE POSITIONS	Promotion 1		Promotion 2		Promotion 3	
Date as of 31/12/2022						
Stand	GIS TECHNIQUE		GIS TECHNIQUE		CONSTRUCTION MANAGER	
	Women	Men	Women	Men	Women	Men
Individuals who meet the requirements of the position	1	0	1	0	0	1
Persons who request it	0	0	0	0	0	0
Promoted people	1	0	1	0	0	1
Promoted individuals with caregiving responsibilities	0	0	0	0	0	0
Promoted persons who exercise or have exercised conciliation measures	0	0	0	0	0	0
Promoted individuals with family responsibilities	0	0	0	0	0	0
Average seniority in the previous position of the promoted people	1 year	0	1 year	0	0	5 years
Average length of service in the company of the promoted people	1.5 years	0	1.5 years	0	0	6 years
Average age of people promoted	30 years	0	26 years old	0	0	58 years old

In the case of ALVIPRE, in terms of internal promotion, it is very positive for the female sector.

Of the squad that has been promoted in 2023, they were all men.

As for the way to apply for promotions, ALVIPRE prioritizes agility in assessing their skills. There are no formalities, consensus is reached with those responsible for the people to be promoted, and the decision is made in agreement with the worker.

### **Working Conditions.**

The working conditions at ALVIPRE are defined by several sources:

- Construction Collective Agreement that applies in each workplace.
- Particular conditions agreed with the worker.
- Job files established in the Integrated Management System (including competencies).
- Rules established in the workplaces (permanent and temporary).
- Office 365 has now been implemented, allowing users to modify their email rule to make digital disconnection effective.
- Leave of absence from work is made without formal registration by the workers, previously notifying their manager.
- There is a record of working hours depending on the working day agreed with the worker. ALVIPRE works in shifts: morning shift, afternoon shift, night shift and split shift. Workers do not have a "written" organization of weekly shifts. In Alvipre, if the opportunity arises to have to make changes in the working days due to production or arrival of materials, it is done orally, there is no formalism for these casuistry. But, if the working day must be modified due to the care of family members, the company assesses the case and the appropriate modifications can be made, and in this case, it would be done through an annex to the employment contract of the affected worker.

### **Working time and work-life balance.**

ALVIPRE establishes the following measures to promote personal and family conciliation:

- Reduction of working hours.
- Timetable specification.
- Telecommuting. It is agreed individually with each worker. There is no implementation of teleworking within ALVIPRE, but there is the possibility of negotiating individually, depending on the personal conditions of the worker and the conditions of the position to establish teleworking in a hybrid way. (face-to-face and remote).
- Autonomy.

The measures are included in the Welcome Manual that is given to the staff who join.

### **Means to be able to telework.**

- Delivery of equipment to be able to telework.
- Use of digital tools and systems (Google, Microsoft 365, Citrix, Navision, Dropbox, iAuditor, Signaturit, Slack, Zoom...).

Note: these measures affect those jobs that do not depend on face-to-face work, such as a crane operator, a manager ....

Year 2023 ALVIPRE.

Infant Care Permit:

Men	Women
0	0

In 2023, no woman in the company Alvipre Factory SL has taken maternity leave.

Reduction of working hours.

Men	Women
0	1

Leave of absence.

Men	Women
0	0

### **Occupational health.**

ALVIPRE has contracted an External Prevention Service (SPA), PLUS PREVENTION.

A Risk Assessment is carried out by jobs, in which the Gender perspective is taken into account.

Medical protocols are established depending on the positions evaluated, differentiated by sex.

These protocols are applied when health surveillance is monitored at the beginning of your employment relationship, periodically or when the conditions of your position change.

The appointments for health surveillance are made by the ORP Technicians and take into account the location and schedule in order to reconcile. If a worker cannot attend with justification, the summons is changed.

The frequency of the summons is annual.

Specific protocols/procedures are established in cases of maternity, breastfeeding, and people with disabilities.

When a person requests an analysis of their position due to personal circumstances, it is evaluated again, and a specific recognition is made, if it is not included in the protocols already established.

If there are specific health campaigns for women, it is disseminated among workers.

Hygienic facilities are differentiated for men and women (changing rooms and bathrooms), if there is no presence of women in a center, and they join, hygienic facilities will be set aside for them.

Our MUTUAL INSURANCE Company in case of care in case of Accident is FRATERNIDAD MUTREPA.

No distinction is made between men and women.

In terms of accidents, the MUTUA Fraternidad Mutrespa differentiates between men and women.

A report is produced every year on the surveillance of workers' health by the SPA (More Prevention) differentiated by sex and professional category. There, medical aspects are analyzed anonymously (obesity, hypertension, visual problems...)

With regard to personal protective equipment, a modification has been made in terms of all the companies that are part of the Group and a pattern differentiated by sex has been established.

### Retribution.

Prepared a job evaluation and regulatory audit with an external entity.

### Communication.

The internal and external communication of ALVIPRE FACTORY SL tries to be non-sexist.

ALVIPRE's internal communication is carried out through the following means:

- Grupo Marco PPP.
- Email.
- Videoconferences.
- Induction meetings (meetings that are held on the construction sites): ORP, Environment.
- Management Meetings.
- MAINSA website.

Examples of internal communication:

**Datos Notificación**

Tipo: Comunicación      ¿A quien se envía?: Todo el mundo

Título: GRUPO MARCO: Política Alcohol

Descripción:

Archivo    Editar    Insertar    Ver    Formato    Tabla    Herramientas

**Buenas tardes a tod@s,**





Tal y como os hemos notificado en ocasiones anteriores, en el Grupo tenemos una política cero alcohol ([Política Alcohol](#)), os adjunto el enlace para que la podéis leer.

Después de las revisiones de gastos de este mes, parece ser, que hay personal que todavía desconoce esta política.

En los tickets de comida y cena que paga la empresa no puede aparecer alcohol.

A partir del mes de Noviembre se van a descontar los importes pertenecientes a consumo de alcohol que aparezcan en los tickets.

Examples of External Communication.

<input type="checkbox"/>	<a href="#">Jefe/a de Producción Edificación</a> (11 inscritos en oferta)	Archivada			20/02/2023	Caducada	Jaén
<input type="checkbox"/>	<a href="#">Jefe/a de Producción Edificación</a> (97 inscritos en oferta)	Archivada			10/01/2023	Caducada	Madrid

ALVIPRE website.



The screenshot shows the ALVIPRE website interface. At the top, there is a green navigation bar with links: Inicio, Empresa, Políticas de empresa, Áreas de trabajo, Medios técnicos, Personas, and Presencia Global. Below the navigation bar, on the left, is a text block about professional development. On the right, there is a registration form with the following fields: Apellidos (with a sub-field 'Tus apellidos'), Teléfono (with a sub-field 'Tu número de teléfono'), Correo electrónico (with a sub-field 'Tu dirección de correo electrónico'), and Curriculum Vitae (with a button 'Seleccionar archivo' and a text 'Ninguno archivo selec.'). At the bottom of the form is a 'Mensaje' field. The background of the website features a large image of a group of people sitting around a table in a meeting.

### **Gender violence.**

ALVIPRE has an internal protocol, which has not been regularised with the Equality Plan, which is updated in this process.

In ALVIPRE there have been no cases of gender-based violence to date December 31, 2023.

ALVIPRE collaborates by providing resources to the Valentía Foundation, which among other measures has the insertion of people at risk of social exclusion.

There is a Protocol Guide for action affected by gender violence.

### **Prevention of sexual and gender-based harassment.**

ALVIPRE has an internal protocol, which has not been regularised with the Equality Plan, which is updated in this process.

In ALVIPRE there have been no cases of Sexual and Gender-Based Harassment as of December 31, 2023.

### **Staff and Management Surveys.**

At ALVIPRE, a survey has been carried out in Google Forms, sent anonymously and confidentially to each employee of the workforce. Likewise, to the Management of ALVIPRE, to assess how they see the integration of equality in the company.

The results / evaluations of the template questionnaire are as follows:

- The answers to the Staff survey have been equal, 50% men, 50% women.

WOMEN	TOTAL NUMBER OF WOMEN	TOTAL ON SQUAD	MEN	TOTAL NUMBER OF MEN	TOTAL	TOTAL ON SQUAD
4	36,36%	4,39%	7	8,75%	11	7,69%

- Of those who have responded to the survey, 45.45% are under 45 years of age and 54.54% are over 45 years of age.
- Of all the respondents, 45.45% have responsibilities and 54.54% have no responsibilities at all.
- Departments that have participated the most: 18% Production, 9% Commercial, 18% Administration, 9% Logistics Technician.
- The seniority, in this case, is not noticeable when answering, 45.45% have answered with more than 5 years of seniority, 18.18% with a seniority between 2 and 5 years and the rest with less than 2 years of seniority in Alvipre.
- Regarding the respondents' view of compliance and application of equality measures in the organization, most of the respondents answered Always or Almost Always, it is true that there is a small percentage (minority) who answer Don't Know / Don't Answer.
- 100% agree with implementing an Equality Plan.
- Respondents believe that no measures are needed in their organization and that all measures are currently being implemented.
- 100% of those surveyed believe that the sector conditions the masculinisation of the Organisation.
- 100% of respondents believe that women do not have fewer opportunities than men in the organization.
- 100% think that women can access management positions.
- 55% of those surveyed believe that positive actions do not have to be taken to increase the number of women in the workforce.

Address survey table.

WOMEN	TOTAL NUMBER OF WOMEN	TOTAL ON SQUAD	MEN	TOTAL NUMBER OF MEN	TOTAL	TOTAL ON SQUAD
2	18,18%	2,19%	1	1,25%	3	3,29%

The results / evaluations of the Management questionnaire are as follows:

- 3 people have responded to the survey, of which 2 are women and 1 is a man.
- 75% are under 45 years of age and 25% are over 45 years of age.
- 25% have personal responsibilities.
- As for the seniority of the people surveyed, 25% are over 25 years old and the rest have been in the organization for between 2 and 5 years.

- Regarding the feeling of how equality is implemented in the Organization, there are discrepancies, most of them believe that everything is fulfilled, but there are aspects related to consequences or decision-making that show doubts in terms of compliance.
- 100% of those surveyed are unaware of the existence of a harassment plan, but they know how to proceed if this is the case. They would like to be able to have knowledge about it.
- They propose training for operators to avoid discriminatory behaviour and conversations.
- 100% of those surveyed believe that women have equal treatment and opportunities to access management positions.
- 100% believe that women have the same opportunity as men to promote.
- 75% believe that it is not necessary to take positive action to increase the number of women in management positions.

### **Conclusions.**

Finally, a reflection is made based on the conclusions that have been drawn from the study of this Equality Plan for the company Alvipre Factory SL and the areas of improvement for this organization are also exposed.

ALVIPRE, you have aspects to improve on the path to equality, some aspects have the ability to influence and others do not because of the characteristics of the sector to which it belongs.

Comments for each Area:

#### **Selection and Hiring Process.**

In Selection, the labor market sets trends, in ALVIPRE there is no segregation between men and better men. Selection processes are not classified by sex. Many of the processes only have male candidates, and there are no female applicants. The selection criteria is not based on the sex of the person.

In Recruitment, as there have been more men than women, more men than women are hired in certain positions.

#### **Professional classification.**

The contracts are made according to the conditions of the Construction Collective Agreement that applies to it, plus the improvement agreement agreed between the parties.

#### **Formation.**

There is a bit of a difference between availability between men and women, outside of working hours, it is an aspect to improve. The training is aimed at men and women.

#### **Processional Promotion.**

In ALVIPRE there is a marked character of promotion or improvements in the position towards women, all the promoted positions except one are women.

#### **Working conditions.**

Working conditions can be improved, at the moment the most noteworthy is the flexibility in the hours of entry and exit from the workplace, adaptation of the schedule to personal circumstances. Adaptation of the location of the position to particular conditions, leave of absence without justification or recovery of time.



#### Occupational Health.

There are established procedures and protocols for situations that require it. The personal circumstances of the workers are identified, depending on their conditions, the positions are adapted.

#### Co-responsible exercise of the rights of personal, family and work life.

ALVIPRE has working methods and means/tools to be able to reconcile, in the positions that are possible (Example: a manager cannot telework. There is a way to improve with hybrid work.

#### Female underrepresentation.

In ALVIPRE there are extinct positions, clearly masculinized, even with representation of 0 women in several positions. We are conditioned by the sector to which we belong, Construction. There is underrepresentation in positions of high responsibility, which are 100% occupied by men.

#### Retribution.

Job Evaluation and Remuneration Audit.

#### Prevention of sexual harassment and sexual harassment.

A protocol for the prevention of sexual and gender-based harassment has been carried out.

#### Non-sexist communication and language.

In communication, we try not to be sexist in the different means of publication.

#### Gender violence.

A guide to the situation of gender violence.

#### Aspects to improve in general:

- Greater presence of women at management levels.
- Greater presence of women in technical positions.
- Improve wages to reduce the wage gap.
- Seek social benefits to promote personal conciliation.
- Trying to hire women in construction production (crane operator, site manager...),
- Promote training for women.

#### Positives:

- Greater promotion of women.
- Women are more stable in the workplace.
- Work-life balance, in certain positions.
- Flexibility in working hours, administration staff.
- Salaries above the Collective Agreement that applies to them.
- Access to the training they demand.

## VIALS I MEDI AMBIENT:

### General data.

VIMASA at a general level the following Data.

By age range (as of 31/12/2023).

Age Range	Men	% Men of concentration over total	% total H and M	H and M distribution	Women	% Women of concentration out of total	% total H and M	H and M distribution
>25	0	0%	0%	0%	0	0%	0%	0%
26-35	0	0%	0%	0%	2	33,33%	13,33%	100%
36-45	2	22,22%	13,33%	66,66%	1	16,66%	6,66%	33,33%
46-55	6	66,66%	40%	75%	2	33,33%	13,33%	25%
56-65	1	11,22%	3,33%	50%	2	33,33%	13,33%	50%
+65	0	0%	0%	0%	0	0%	0%	0%
<b>Total</b>	<b>9</b>				<b>6</b>			

By Professional category (as of 31/12/2023).

Posts	Men	% of total	% total H and M	H and M distribution	Women	% of total	% total H and M	H and M distribution
Architect	1	11,11%	6,66%	100%	0	0%	0%	0%
Foreman	1	11,11%	6,66%	100%	0	0%	0%	0%
Manager	1	11,11%	6,66%	100%	0	0%	0%	0%
Engineer	2	22,22%	13,33%	66,66%	1	16,66%	6,66%	33,33%
Administrative Head	0	0%	0%	0%	2	33,33%	13,33%	100%
Construction Manager	1	11,11%	6,66%	100%	0	0%	0%	0%
Site Operator	2	22,22%	13,33%	100%	0	0%	0%	0%
Administrative	0	0%	0%	0%	1	100%	6,66%	100%
Organization Technician	1	11,11%	6,66%	33,33%	2	33,3%	13,33%	66,66%
<b>TOTAL</b>	<b>9</b>				<b>6</b>			

### **DISTRIBUTION BY SENIORITY IN THE POSITION AS OF 31/12/2023.**

Antiquity	Men	% Men	% Men Total	H and M distribution	Women	% Women	% Women total	H and M distribution
<b>0-2 years</b>	1	6,66%	11,11%	33,33%	2	13,33%	33,33%	66,66%
<b>2-4 years</b>	7	46,66%	77,77%	63,63%	4	26,66%	66,66%	36,36%
<b>4-6 years</b>	0	0%	0%	0%	0	0%	0%	0%
<b>+ 6 years</b>	1	6,66%	11,11%	100%	0	0%	0%	0%
<b>Total</b>	<b>9</b>				<b>6</b>			

GENDER/TYPE OF CONTRACT	FIXED	TEMPORARY	TOTAL
<b>MEN</b>	9	0	9
<b>WOMEN</b>	6	0	6
<b>TOTAL</b>	15	0	15

SEX/CONTRACT	COMPLETE	PARTIAL	TOTAL
MEN	9	0	9
WOMEN	5	1	6
TOTAL	14	1	15

### Selection and hiring.

Additions in recent years by levels of responsibility				
Responsibility Positions (modify to match the company's structure)	Women's No.	No. of men	% women	% men
Top Position				
Management positions				
Middle management	1	2	6,66%	13,33%
Operator	0	1	0%	6,66%
Subtotal Liability Charges				
Other jobs (modify to match the type of jobs)	No. of women at that level	No. of men at that level	% women at that level	% men at that level
Administrative staff	0	0	0%	0%
Technical staff	1	2	25%	75%
Operating or unqualified personnel	0	1	0%	100%
Subtotal other jobs				
TOTAL SQUAD	1	3		

	Selection and hiring processes for positions of responsibility	PROCESS 1		PROCESS 2		PROCESS 3	
	Date as of 31/12/2023	2023		2023		2023	
	Stand	SITE MANAGER		ARCHITECT		ORGANIZATION TECHNICIAN	
		Yes	No	Yes	No	Yes	No
	Targeted search for women's candidacies		X		X		X
Announcements	Express mention of women/men		X		X		X
	Non-sexist content	X		X		X	
	Sexist content		X		X		X

	Selection and hiring processes for positions of responsibility	PROCESS 1		PROCESS 2		PROCESS 3	
	Applications received	Women	Men	Women	Men	Women	Men
	By Ads	0	2	2	4	1	5
	By contacts	0	4	0	0	0	0
	By employment services	0	0	0	0	0	0
	From the organization itself	0	0	0	0	0	0
	Other	NA	NA	NA	NA	NA	NA
	Total applications received	0	6	2	4	1	5
	Shortlisted candidates for the tests (identify the type of test)	0	1	1	0	1	0
	Test 1	NA	NA	NA	NA	NA	NA
Test 2							
Test 3							
	Hired people	0	1	1	0	1	0
	Persons responsible for the selection	2	0	2	0	2	0
	Were the applicant(s) recruited through contacts?	Yes	No	Yes	No	Yes	No
		X			X		x

Selection and hiring processes in masculinized positions		PROCESS 1	
<b>Date (as of 31/12/2023)</b>		2023	
<b>Stand</b>		OPERATOR	
		<b>Yes</b>	<b>No</b>
<b>Targeted search for women's candidacies</b>			X
Announcements	<b>Express mention of women/men</b>		X
	<b>Non-sexist content</b>	X	
	<b>Sexist content</b>		X
	<b>Applications received</b>	<b>Women</b>	<b>Men</b>
	By Ads	0	0
	By contacts	0	5
	By employment services	0	0

Selection and hiring processes in masculinized positions		PROCESS I	
	From the organization itself	0	0
	Other	NA	NA
	<b>Total applications received</b>	<b>0</b>	<b>5</b>
	<b>Shortlisted candidates for the tests</b> (identify the type of test)	0	1
Test 1	INTERVIEW	NA	NA
Test 2			
Test 3			
	<b>Hired people</b>	0	1
	<b>Persons responsible for the selection</b>	2	0
	<b>Were the applicant(s) recruited through contacts?</b>	<b>Yes</b>	<b>No</b>
		X	

The **selection** in Vials I Medi Ambient (VIMASA hereinafter), is carried out as follows:

Technical and administrative personnel processes:

- Infojobs / LinkedIn
- Contacts
- Of the organization's staff
- Reorganization within the Organization (by belonging to a Group of Companies)

Production Staff Processes.

- By contact in the places where we operate.

In the selection of certain personnel, such as crane operators, journeymen, laborers or construction managers, it is impossible to get female candidates, because there are no applications for the positions. The selection processes are developed by the group's Human Resources Department and, on the other hand, in more technical positions, the intervention of the managers and managers of the Marco Infraestructuras y Medio Environment position is required.

Selection processes do not have an established pattern of follow-up during the evaluation of candidates. They are interviews without an established script.

Vials I Medi Ambient SA does not have an exit interview when the employment relationship ends.

The current labour market does not favour finding profiles with the desired qualifications.

Within the Integrated Management System we have a specific procedure on people, which includes our personnel selection criteria (04 People and Environments V4).

In VIMASA there are no workers with a Permanent-Discontinuous contract.

Below is the table for 2023 (in terms of dismissals and reasons related to the Staff of Vials I Medi Ambient SA.

DISMISSAL REASON	SEX	STAND
50% Dismissal on objective grounds	5 Male	Manager
		Site Operator
		Technician Studies
		Site Manager
		Manager
16.66% Termination of probationary period	Man	Head of Organization Section
		Manager
33.33% Voluntary Resignation	1 Woman	Site Manager
	1 Man	Site Manager
	1 Man	Production Manager

### Professional Classification.

	MAN	TOTAL NUMBER OF MEN	H and M distribution	WOMAN	TOTAL NUMBER OF WOMEN	TOTAL H AND M	%TOTAL Category H & M	H and M distribution
Architect	1	11,11%	100%	0	0%	0%	6,66%	0%
Foreman	1	11,11%	100%	0	0%	0%	6,66%	0%
Manager	1	11,11%	100%	0	0%	0%	6,66%	0%
Senior Engineer	2	22,22%	66,66%	1	16,66%	16,66%	20%	33,33%
Administrative Head	0	0%	0%	2	33,33%	33,33%	13,33%	100%
Site Manager	1	11,11%	100%	0	0%	0%	6,66%	0%
Production Operator	2	22,22%	100%	0	0%	0%	13,33%	0%
Administrative	0	0%	0%	1	100%	16,66%	6,66%	100%
GIS Technician	1	11,11%	33,33%	2	33,33%	33,33%	20%	66,66%
<b>TOTAL</b>	9			6				

### Female underrepresentation.

VIMASA has specific positions that are clearly underrepresented.

In 2023 at VIMASA.

	WOMEN	% of the workforce	MEN	% of the workforce
Head of Administration	2	13,33%	0	0%
Organization Technician	2	13,33%	1	6,66%
Administrative	1	6,66%	0	0%

There are many positions, especially in management or with responsibility that are occupied only by men. It is a point to clearly improve.

## Formation.

Number of people and hours that have been trained	Number of people	Women		Men	
		number	%	number	%
In the last year (people)	12	2	16,66%	10	83,33%
Number of hours dedicated to training in the last year/person	12	16,66%		83,33%	
Number of hours dedicated to training during the working day	7	0%		100%	
No. of hours spent on training outside working hours	2	50%		50%	
Courses taken in the last year and people who have participated (Indicate course name)	Number of people	Women		Men	
		number	%	number	%
EARTHWORKS	4	0	0%	4	44,44%
6H LIFTING DEVICES	2	0	0%	2	22,22%
BASIC LEVEL OF PREVENTION	3	1	50%	2	22,22%
10H PRL MANAGERS	1	0	0%	1	11,11%
PASSIVHAUS	1	0	0%	1	11,11%
ENGLISH	1	1	16,66%	0	0%
Number of people who have received financial aid to attend external training courses (master's, postgraduate, etc.)	1	0	0%	1	100%
Number of people participating in professional development plans	12	2	16,66%	10	83,33%
Number of people who have received training to adapt to changes in the workplace	11	1	9,09%	10	90,90%
Number of people who receive training in key competences (computer science, time management, leadership, etc.)	0	0	0%	0	0%
Number of people who have modified the ordinary working day to attend training courses	1	1	100%	0	0%

Regarding the VIMASA Training Plan, in 2023, we can say the following:

- In 2022 and 2023, no specific training on Equality has been carried out among the staff of Vials I Medi Ambient SA.
- It is aimed at all VIMASA staff, without differentiating sex or category.
- For the design of this, the legal needs, needs of area managers, proposals from the workers themselves, etc., are used
- The courses taught are face-to-face, online or mixed.

Type of training	Men	% Men	H and M distribution	% total men	Women	% Women	% total women	H and M distribution
On – Line	1	10%	50%	11,11%	1	50%	16,66%	50%
Mixed	2	20%	66,66%	22,22%	1	50%	16,66%	33,33%
Face	7	70%	100%	77,77%	0	0%	0%	0%

Department	Men	% Men	H and M distribution	% total men	Women	% Women	% total women	H and M distribution
Production	7	100%	100%	77,77%	0	0%	0%	0%
Technical	3	60%	60%	50%	2	40%	33,33%	40%

- Flexibility is given in the schedules to give the trainings
- In 2023, the training hours for men and women are similar, except for those taught during the working day (this is because there are legal courses that are taught that are only carried out by men, e.g. NB Prevention).
- Any worker can request any training that they believe is interesting for their professional development.

For positions, before their incorporation it is checked if they have the legal training that applies to them and if they do not have it, the specific training for the job is carried out. (Ex, 8 p.m. Earthmoving, 8 p.m. Masonry, Lifting Equipment, Basic Level of Prevention...).

### Promotion.

Number of female workers and number of workers who have been promoted					
No. of people who have been promoted in level	Number of people	Women		Men	
		number	%	number	%
	1	1	100%	0	0%
Number of people who have been promoted in the last year 2023 in professional category	Number of people				
Middle drive	0	0	0%	0	0%
Technical level	1	1	100%	0	0%
Administrative level	0	0	0%	0	0%
Operator level	0	0	0%	0	0%



Number of people who have been promoted by departments	Number of people	Women		Men	
		number	%	number	%
ORGANIZATION TECHNICIAN	1	1	100%	0	0%
Number of people who have been promoted by type of promotions	Number of people	Women		Men	
		number	%	number	%
Promotion without change of category	0	0	0%	0	0%
Promotion with change of category	1	1	100%	0	0%
Promotion linked to geographical mobility	0	0	0%	0	0%
Promotion linked to exclusive dedication	0	0	0%	0	0%
Promotion linked to availability to travel	0	0	0%	0	0%
Number of people who have been promoted by modality of promotion	Number of people	Women		Men	
		number	%	number	%
By objective evidence	0	0	0%	0	0%
By seniority	0	0	0%	0	0%
By company designation	1	1	100%	0	0%

		number	%	number	%
Up to 5 years (inclusive)	0	0	0	0	0
From 5 to 10 years old (inclusive)	0	0	0	0	0
From 10 to 15 years old (inclusive)	0	0	0	0	0
More than 15 years	0	0	0	0	0
Number of people with care responsibilities who have promoted	Number of people	Women		Men	
		number	%	number	%
Care for children under 12 years of age	0	0	0	0	0
Care for children over 12 years of age	0	0	0	0	0
Elder Care	0	0	0	0	0

Care for people with disabilities	0	0	0	0	0
Care for people with chronic illness or high dependents	0	0	0	0	0

Promotions in recent years by origin and destination of the position																													
Origin and Destination	Management level					Intermediate						Technical level						Administrative level						Operator level					
	Women		Men		Total	Women		Men		Total		Women		Men		Total	Women		Men		Total	Women		Men		Total			
	n.	%	n.	%	n.	n.	%	n.	%	n.	n.	%	n.	%	n.	n.	%	n.	%	n.	n.	%	n.	%	n.	n.	%		
Management level	0	0%	0	0%	0	0	0%	0	0%	0	0	0%	0	0%	0	0	0%	0	0%	0	0	0%	0	0%	0	0	0%		
Intermediate	0	0%	0	0%	0%	0	0%	0	0%	0	0	1	10%	0	0%	1	0%	0	0	0%	0	0%	0	0%	0	0%	0	0	
Technical level	0	0%	0	0%	0%	0	0	0	0%	0	0	0%	0	0%	0%	0	0	0	0%	0	0	0%	0	0%	0	0	0%		
Administrative level	0	0%	0	0%	0%	0	0%	0	0%	0	0	0%	0	0%	0	0	0%	0	0	0%	0	0	0%	0	0%	0	0		
Operator level	0	0%	0	0%	0%	0	0		0%	0	0	0%	0	0%	0	0	0%	0	0	0%	0	0	0%	0	0%	0	0		

LIABILITY POSITIONS		Promotion 1	
Date		09/2023	
Stand		GIS TECHNIQUE	
		Women	Men
Individuals who meet the requirements of the position		1	0
Persons who request it		1	0
Promoted people		1	0
Promoted individuals with caregiving responsibilities		0	0
Promoted persons who exercise or have exercised conciliation measures		0	0
Average seniority in the previous position of the promoted people		5 months	0
Average length of service in the company of the promoted people		2 years	0
Average age of people promoted		30 years	0

In the case of VIMASA, in terms of internal promotion, it is very positive for the female sector.

Of the squad she has promoted in 2023, she was only one woman.

In the organization, women are more involved in their professional development within the organization. They are more stable profiles, who acquire better skills in their professional development.

The male sector, on the other hand, and given the current employment situation, prefers to seek promotions outside the organization.

As for the way to apply for promotions, VIMASA prioritizes agility in assessing their skills. There are no formalities, consensus is reached with those responsible for the people to be promoted, and the decision is made in agreement with the worker.

### **Working Conditions.**

The working conditions at VIMASA are defined by several sources:

- Construction Collective Agreement that applies in each workplace.
- Particular conditions agreed with the worker.
- Job files established in the Integrated Management System (including competencies).
- Rules established in the workplaces (permanent and temporary).
- Office 365 has now been implemented, allowing users to modify their email rule to make digital disconnection effective.
- Leave of absence from work is made without formal registration by the workers, previously notifying their manager.
- At ALVIPRE we do not work in shifts.
- There is no record of split and continuous working hours in ALVIPRE because the usual is split working hours, except when a continuous working day is agreed with the worker.

### **Working time and work-life balance.**

VIMASA establishes the following measures to promote personal and family conciliation:

- Reduction of working hours.
- Timetable specification.
- Flexible hours. (entry and exit of workers). It is not written, it is adapted to the personal circumstances of each worker. There is no time slot for incorporation, since it depends on the personal conditions of each worker.
- Telecommuting. It is agreed individually with each worker. There is no implementation of teleworking within ALVIPRE, but there is the possibility of negotiating individually, depending on the personal conditions of the worker and the conditions of the position to establish teleworking in a hybrid way. (face-to-face and remote). Due to the personal and specific conditions of the workers, they are allowed to work remotely.
- Autonomy.

The measures are included in the Welcome Manual that is given to the staff who join.

### **Means to be able to telework.**

- Delivery of equipment to be able to telework.

- Use of digital tools and systems (Google, Microsoft 365, Citrix, Navision, Dropbox, iAuditor, Signaturit, Slack, Zoom...).

Note: these measures affect those jobs that do not depend on face-to-face work, such as a crane operator, a manager ....

Year 2023 VIMASA.

Infant Care Permit:

Men	Women
0	0

In 2023, no woman from the company Vials I Medi Ambient SA has made use of maternity leave.

Reduction of working hours.

Men	Women
0	0

Leave of absence.

Men	Women
0	1

### **Occupational health.**

VIMASA has contracted an External Prevention Service (SPA), PLUS PREVENTION.

A Risk Assessment is carried out by jobs, in which the Gender perspective is taken into account.

Medical protocols are established depending on the positions evaluated, differentiated by sex.

These protocols are applied when health surveillance is monitored at the beginning of your employment relationship, periodically or when the conditions of your position change.

The appointments for health surveillance are made by the ORP Technicians and take into account the location and schedule in order to reconcile. If a worker cannot attend with justification, the summons is changed.

The frequency of the summons is annual.

Specific protocols/procedures are established in cases of maternity, breastfeeding, and people with disabilities.

When a person requests an analysis of their position due to personal circumstances, it is evaluated again, and a specific recognition is made, if it is not included in the protocols already established.

If there are specific health campaigns for women, it is disseminated among workers.

Hygienic facilities are differentiated for men and women (changing rooms and bathrooms), if there is no presence of women in a center, and they join, hygienic facilities will be set aside for them.

Our MUTUAL INSURANCE Company in case of care in case of Accident is FRATERNIDAD MUTREPA.

A distinction is made between men and women.

In terms of accidents, the MUTUA Fraternidad Mutrespa differentiates between men and women.

A report is produced every year on the surveillance of workers' health by the SPA (More Prevention) difference by sex. There, medical aspects are analysed anonymously (obesity, hypertension, visual problems...)

In workwear, a differentiation has been established in terms of pattern differentiated by sex (male and female).

### **Retribution.**

Job evaluation and regulatory audit carried out with an external entity.

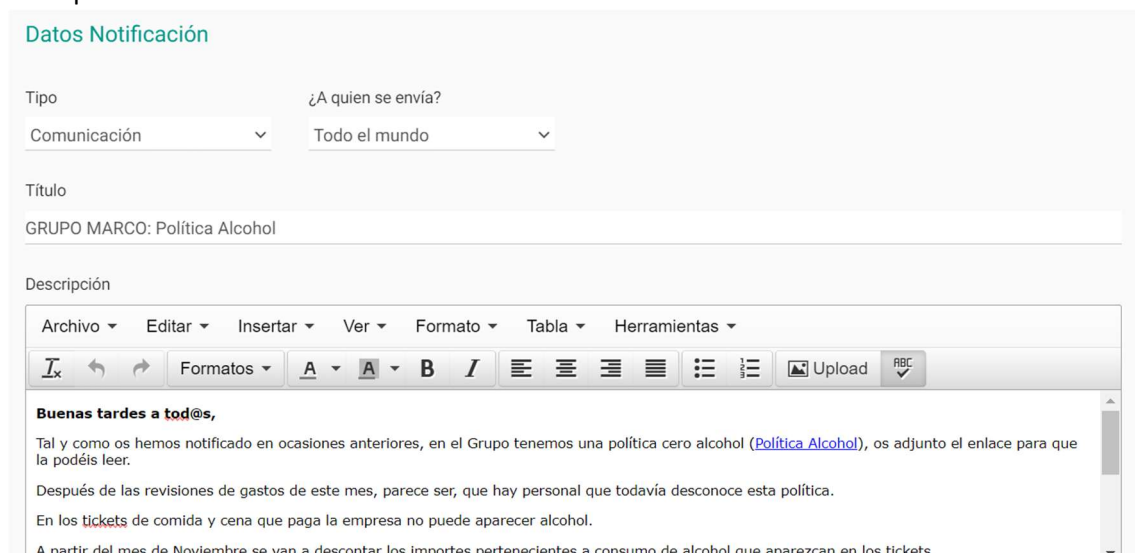
### **Communication.**

The internal and external communication of VIALS I MEDI AMBIENT SA tries to be non-sexist.

VIMASA's internal communication is carried out through the following means:

- Grupo Marco PPP.
- Email.
- Videoconferences.
- Induction meetings (meetings that are held on the construction sites): ORP, Environment.
- Management Meetings.
- MAINSA website.

Examples of internal communication:



Examples of External Communication.

<input type="checkbox"/>	<a href="#">Jefe/a de Producción Edificación</a> (11 inscritos en oferta)	Archivada			20/02/2023	Caducada	Jaén
<input type="checkbox"/>	<a href="#">Jefe/a de Producción Edificación</a> (97 inscritos en oferta)	Archivada			10/01/2023	Caducada	Madrid

VIMASA website.



**GRUPO MARCO** INFRAESTRUCTURAS

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Inicio Empresa Políticas de empresa Áreas de trabajo Medios técnicos Personas Presencia Global

profesionales del sector, la generación de oportunidades de desarrollo profesional para nuestros empleados y su formación continua, con el objetivo de ofrecer un trabajo de calidad tanto a nuestros clientes como a nuestros empleados y colaboradores.

Apellidos \*

Tus apellidos

Teléfono \*

Tu número de teléfono

Correo electrónico \*

Tu dirección de correo electrónico

Curriculum Vitae

Seleccionar archivo Ninguno archivo selec.

Mensaje

### Gender violence.

VIMASA has an internal protocol, which has not been regularised with the Equality Plan, which is updated in this process.

In VIMASA there have been no cases of gender-based violence to date December 31, 2023.

There is a Protocol Guide for action affected by gender violence.

### Prevention of sexual and gender-based harassment.

VIMASA has an internal protocol, which has not been regularised with the Equality Plan, which is updated in this process.

At VIMASA there have been no cases of Sexual and Gender-Based Harassment as of December 31, 2023.

### Staff and Management Surveys.

At VIMASA, a survey has been carried out in Google Forms, sent anonymously and confidentially to each employee of the workforce. Likewise, to the Management of VIMASA, to assess how they see the integration of equality in the company.

The results / evaluations of the template questionnaire are as follows:

- The answers to the Staff survey have been equal, 50% men, 50% women.

WOMEN	TOTAL NUMBER OF WOMEN	TOTAL ON SQUAD	MEN	TOTAL NUMBER OF MEN	TOTAL	TOTAL ON SQUAD
5	100%	33,33%	0	0%	0%	0%

- Those who have responded the most, 40%, are under 45 years of age and 60% are over 45 years of age.
- People personal responsibilities 100%
- Departments that have participated the most: Administration and Studies.
- Seniority is represented among all ages: 20% less than 1 year of seniority, 60% between 2 and 5 years of seniority in the organization and 20% more than 5 years within the company.
- Regarding the respondents' view of compliance and application of equality measures in the organization, most of the respondents answered Always or Almost Always, it is true that there is a small percentage (minority) who answer Don't Know / Don't Answer.
- 100% agree with implementing an Equality Plan.
- Measures that propose that only salary improvements be adopted.
- 100% think that improvements have to be made within the sector.
- The total number of respondents that women can access management positions.
- 80% think that positive actions are not necessary to increase the number of women in the organization.

Address survey table.

WOMEN	TOTAL NUMBER OF WOMEN	TOTAL OVER STAFF (132)	MEN	TOTAL NUMBER OF MEN	TOTAL	TOTAL ON SQUAD
0	0%	0%	2	22,22%	13,33%	13,33%

The results / evaluations of the Management questionnaire are as follows:

- They are all men.
- 100% are over 45 years old.
- Everyone has family responsibilities.
- Regarding the feeling of how equality is implemented in the Organization, there is unanimity because all those surveyed believe that it is being carried out.

- 100% of those surveyed know the existence of a harassment plan, and would know how to proceed if this is the case.
- The additions they propose are the following: Respect, Equal opportunities, support for mothers and projection regardless of sex.
- 75% of them believe that masculinisation is due to the sector in which they work.
- 100% believe that women can access management positions.
- 100% believe that women have the same opportunity as men to promote.
- 100% believe that positive promotion is not necessary to increase the number of women in the company.
- Respondents believe that due to the masculinization of the sector, women do not see attractiveness in it and, therefore, do not want to apply for vacancies in the construction sector.

### **Conclusions.**

Finally, a reflection is made based on the conclusions that have been drawn from the study of this Equality Plan for the company Alvipre Factory SL and the areas of improvement for this organization are also exposed.

VIMASA, you have aspects to improve on the path to equality, some aspects have the ability to influence and others do not because of the characteristics of the sector to which it belongs.

Comments for each Area:

#### **Selection and Hiring Process.**

In Selection, the labor market sets trends, in VIMASA there is no segregation between men and better men. Selection processes are not classified by sex. Many of the processes only have male candidates, and there are no female applicants. The selection criteria is not based on the sex of the person.

In Recruitment, as there have been more men than women, more men than women are hired in certain positions.

#### **Professional classification.**

The contracts are made according to the conditions of the Construction Collective Agreement that applies to it, plus the improvement agreement agreed between the parties.

#### **Formation.**

There is a bit of a difference between availability between men and women, outside of working hours, it is an aspect to improve. The training is aimed at men and women.

#### **Processional Promotion.**

In VIMASA there is a marked character of promotion or improvements in the position towards women, all the promoted positions except one are women.

#### **Working conditions.**

Working conditions can be improved, at the moment the most noteworthy is the flexibility in the hours of entry and exit from the workplace, adaptation of the



schedule to personal circumstances. Adaptation of the location of the position to particular conditions, leave of absence without justification or recovery of time.

#### Occupational Health.

There are established procedures and protocols for situations that require it. The personal circumstances of the workers are identified, depending on their conditions, the positions are adapted.

#### Co-responsible exercise of the rights of personal, family and work life.

VIMASA has working methods and means/tools to be able to reconcile, in the positions that are possible (Example: a manager cannot telework. There is a way to improve with hybrid work.

#### Female underrepresentation.

In VIMASA, extinct positions, clearly masculinized, even with representation of 0 women in several positions. We are conditioned by the sector to which we belong, Construction. There is underrepresentation in positions of high responsibility, which are 100% occupied by men.

#### Retribution.

Job Evaluation and Remuneration Audit.

#### Prevention of sexual harassment and sexual harassment.

A protocol for the prevention of sexual and gender-based harassment has been carried out.

#### Non-sexist communication and language.

In communication, we try not to be sexist in the different means of publication.

#### Gender violence.

A guide to the situation of gender violence.

#### Aspects to improve in general:

- Greater presence of women at management levels.
- Greater presence of women in technical positions.
- Improve wages to reduce the wage gap.
- Seek social benefits to promote personal conciliation.
- Trying to hire women in construction production (crane operator, site manager...),
- Promote training for women.

#### Positives:

- Greater promotion of women.
- Women are more stable in the workplace.
- Work-life balance, in certain positions.
- Flexibility in working hours, administration staff.
- Salaries above the Collective Agreement that applies to them.
- Access to the training they demand.

# JOB VALUATION AND REMUNERATION AUDIT OF COMPANIES ANALYSED.

## METHODOLOGY OF THE REMUNERATION REGISTER.

The remuneration register of INDUTEC INSTALACIONES Y ENERGÍA has been carried out following the guidelines indicated in the Technical Guide for carrying out remuneration audits referred to in the Third Additional Provision of RD 902/2020, of 13 October, on equal pay between women and men.

Period analyzed:

The period analysed in the remuneration register has been the full calendar year 2023.

Inclusion of average salary values, salary supplements and non-salary payments.

RD 902/2020, of 13 October, on equal pay between women and men in its article 5 describes the general rules on the remuneration register indicating the following:

"The remuneration register must include the average values of salaries, salary supplements and non-salary payments of the workforce disaggregated by sex and distributed in accordance with the provisions of article 28.3 of the Workers' Statute."

Inclusion of effective and equivalent amounts:

- Effective amounts: For the calculation, the effective amounts corresponding to the remuneration paid to each person and for each of their different contractual situations are considered.

It is considered that there are different contractual situations when there are changes in job, contractual modality, type of working day, remuneration, etc. and so on.

- Equated amounts: For this calculation, the amount resulting from equating the amount received to 100% of the annual working day by annualizing the effective salary data is considered.

The use of effective amounts received for each of the different contractual situations in the year generates differences in the result since, if a person has remained only part of the year in the

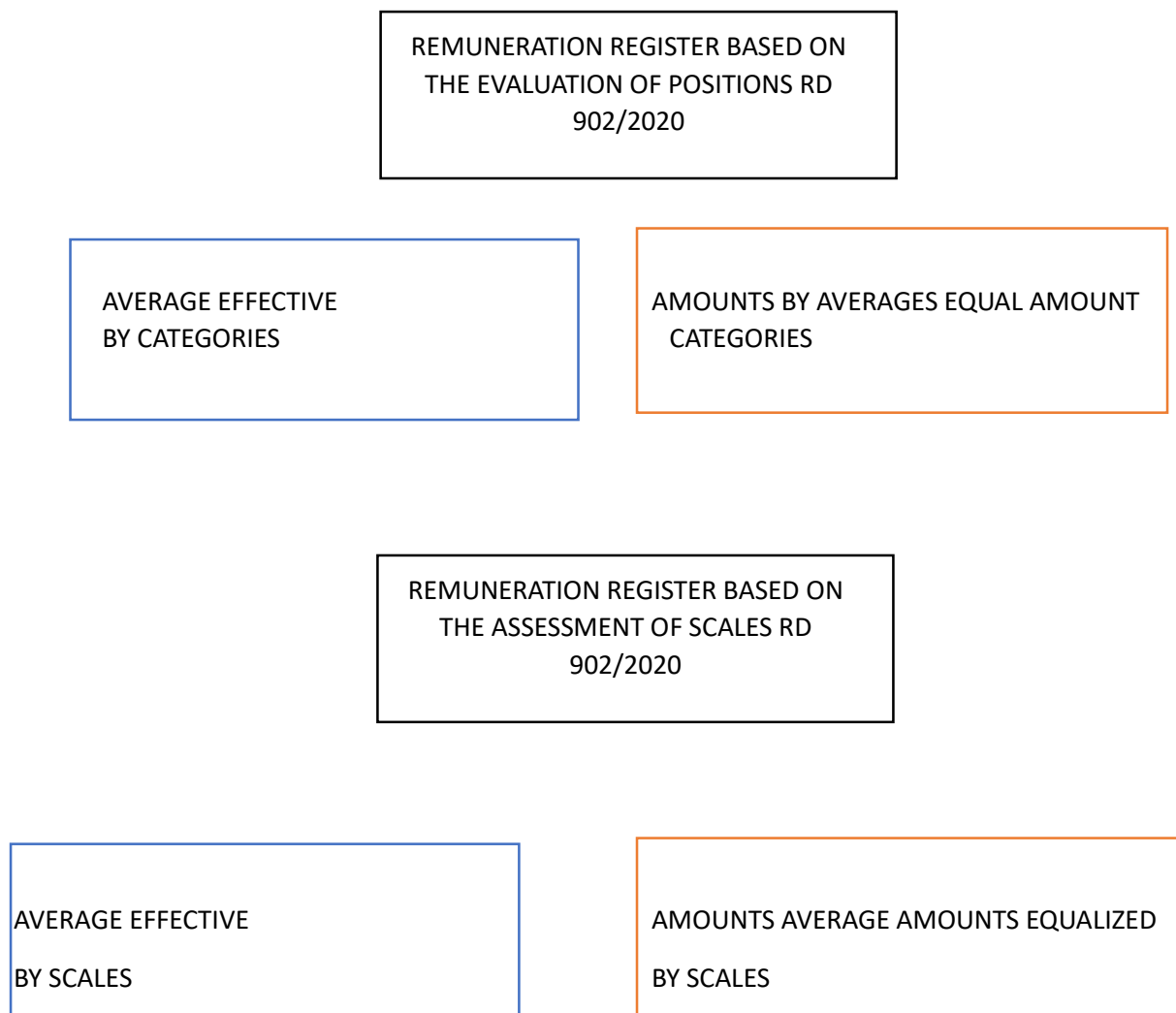
professional category being analysed, he or she will appear in the register with that amount received throughout the year.

These differences are corrected in the analysis of equated amounts, in which the amounts received are analysed.

- Obligation to register by professional categories or groups and by groups of positions of equal value.

Article 6.a) of RD 902/2020 states "The register must also reflect the arithmetic averages and medians of the groupings of jobs of equal value in the company, in accordance with the results of the job assessment described in articles 4 and 8.1. a) Even if they belong to different sections of the professional classification, broken down by sex and disaggregated in accordance with the provisions of the aforementioned article 5.2."

For this reason, this audit report presents 4 analyses that allow us to identify the salary differences between women and men, as well as the possible existence of unjustified salary gaps in some of the groupings of positions of equal value.



<b>1.1.a. IMPORTES EFECTIVOS Promedios</b>			<b>Razón Social: INDUTEC INSTALACIONES Y ENERGIA SA - NIF: A995228</b>									
			<b>PERIODO DE REFERENCIA</b>									
			01-01-23 <i>fecha inicio</i>									
			31-12-23 <i>fecha fin</i>									

Nº		Nº SC	SALARIO BASE Ef	Vac.	Pag.ver	Pag.na v.	Acta. Conv.	Comp.l. T.	Plus conv.	Plus asist.	Inc.	Plus act	Plus prod.	Prod.	Prod.	Tot COMP L.SAL	TOTAL SALAR IO Ef	Plus trans.	Plus extr.	Tot Extras alarial	TOTAL Retrib Ef
TOTAL			-2%	-84%	-81%	-42%	-27%	100%	-2256%	83%	-1356%	-67	100%	66%	100%	7%	3%	31%	-64%	-29%	1%
Hombre	82	82	0	667	484	617	1.163	0	31	805	35	1.445	915	2.416	1.115	9.693	17.912	363	623	987	18.899
Mujer	7	7	0	1.231	877	874	1.476	0	726	133	512	2.407	0	813	0	9.050	17.456	251	1.025	1.276	18.733

Nº	Nº SC	SALARIO BASE Ef	Vac.	Pag.ver	Pag.na v.	Acta. Conv.	Comp.l. T.	Plus conv.	Plus asist.	Inc.	Plus act	Plus prod.	Prod	Prod.	Tot COMP L.SAL	TOTAL SALAR IO Ef	Plus trans.	Plus extr.	Tot Extras alarial	TOTAL Retrib Ef	
GRUPO 01																					
Hombre	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Mujer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
GRUPO 02		100%	100%		100%	100%			100%			100%	100%	100%	100%	100%	100%		100%	100%	
Hombre	3	3	10.867	178	0	349	1.302	0	0	1.506	0	0	6.342	17.209	668	6.342	17.209	668	0	668	17.877
Mujer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
GRUPO 03																					
Hombre	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Mujer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
GRUPO 04		6%	-34%	-72%	-40%	-11%	100%	-3520%	68%	-1001%	16%	21%	15%	-33%	21%	15%	-33%	5%	-8%	13%	
Hombre	72	72	7.299	628	551	662	1.055	0	35	731	40	1.498	9.014	16.313	331	9.014	16.313	331	649	981	17.293
Mujer	4	4	6.828	842	947	925	1.168	0	1.270	233	442	1.254	7.118	13.946	439	7.118	13.946	439	615	1.055	15.000
GRUPO 05		100%	100%			100%			100%			100%	100%	100%	100%	100%	100%		100%	100%	
Hombre	1	1	26.154	109	0	0	2.985	0	0	2.764	0	0	14.964	41.117	1.226	14.964	41.117	1.226	0	1.226	42.343
Mujer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
GRUPO 06		-5%	-30%	100%	16%	-19%			100%	100%	-55%	-9%	-7%	100%	-9%	-7%	100%	-50%	-26%	-8%	
Hombre	2	2	10.044	1.341	0	961	1.591	0	0	447	0	2.545	10.653	20.697	198	10.653	20.697	198	1.046	1.244	21.941
Mujer	3	3	10.512	1.749	783	806	1.887	0	0	0	607	3.945	11.626	22.137	0	11.626	22.137	0	1.572	1.572	23.709
GRUPO 07																					
Hombre	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Mujer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
GRUPO 08		100%	100%			100%			100%			100%	100%	100%	100%	100%	100%	100%	100%	100%	
Hombre	4	4	17.400	1.534	0	0	2.318	0	0	1.289	0	1.392	22.636	40.036	571	22.636	40.036	571	572	1.143	41.179
Mujer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

**1.2.a. IMPORTES  
EFFECTIVOS  
Medianas**

**Razón Social: INDUTEC INSTALACIONES Y ENERGIA SA - NIF: A995228**  
**PERIODO DE REFERENCIA**  
 01-01-23 fecha inicio  
 31-12-23 fecha fin

Nº	Nº SC	SALARIO BASE Ef	Vac.	Pag.ve r.	Pag.na v.	Acta. Conv.	Comp.I .T.	Plus conv.	Plus asist.	Inc.	Plus act.	Plus prod.	Prod.	Prod.	Tot COMPL. SAL Ef	TOTAL SALARI O Ef	Plus trans.	Plus ext.	Tot Extras alarial	TOTAL Retrib Ef
<b>TOTAL</b>		<b>-15%</b>	<b>-273%</b>			<b>-56%</b>		<b>100%</b>							<b>-58%</b>	<b>-33%</b>	<b>100%</b>	<b>-5901%</b>	<b>-44%</b>	<b>-31%</b>
Hombre	82	82	7.237	408	0	0	906	0	0	54	0	0	0	0	7.410	15.027	10	9	936	16.269
Mujer	7	7	8.296	1.523	0	0	1.417	0	0	0	1.373	0	151	0	11.690	19.986	0	564	1344	21.330

Nº	Nº SC	SALARIO BASE Ef	Vac.	Pag.ve r.	Pag.na v.	Acta. Conv.	Comp.I .T.	Plus conv.	Plus asist.	Inc.	Plus act.	Plus prod.	Prod.	Prod.	Tot COMPL. SAL Ef	TOTAL SALARI O Ef	Plus trans.	Plus ext.	Tot Extras alarial	TOTAL Retrib Ef
<b>iRUPO 01</b>	<b>0</b>	<b>0</b>																		
Hombre	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mujer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>iRUPO 02</b>	<b>3</b>	<b>3</b>	<b>100%</b>	<b>100%</b>		<b>100%</b>		<b>100%</b>					<b>100%</b>		<b>100%</b>	<b>100%</b>	<b>100%</b>		<b>100%</b>	<b>100%</b>
Hombre	0	0	3.570	105	0	0	606	0	0	918	0	0	78	0	2.517	6.087	407	0	407	6.494
Mujer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>iRUPO 03</b>	<b>0</b>	<b>0</b>																		
Hombre	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mujer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>iRUPO 04</b>	<b>72</b>	<b>72</b>	<b>-17%</b>	<b>-93%</b>		<b>-41%</b>									<b>-8%</b>	<b>-3%</b>		<b>24%</b>	<b>4%</b>	<b>0%</b>
Hombre	4	4	6.511	415	0	0	860	0	0	0	0	0	0	0	7.100	14.800	0	243	918	16.245
Mujer	0	0	7.594	801	943	878	1.211	0	0	0	450	0	0	0	7.692	15.286	207	185	879	16.165
<b>iRUPO 05</b>	<b>1</b>	<b>1</b>	<b>100%</b>	<b>100%</b>		<b>100%</b>		<b>100%</b>					<b>100%</b>		<b>100%</b>	<b>100%</b>	<b>100%</b>		<b>100%</b>	<b>100%</b>
Hombre	0	0	26.154	109	0	0	2.985	0	0	2.764	0	0	9.106	0	14.964	41.117	1.226	0	1.226	42.343
Mujer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>iRUPO 06</b>	<b>2</b>	<b>2</b>	<b>-29%</b>	<b>-35%</b>	<b>100%</b>	<b>-28%</b>		<b>100%</b>		<b>-103%</b>			<b>73%</b>		<b>-33%</b>	<b>-31%</b>	<b>100%</b>	<b>-94%</b>	<b>-63%</b>	<b>-33%</b>
Hombre	3	3	10.044	1.341	0	961	1.591	0	0	447	0	2.545	0	3.767	10.653	20.697	198	1.046	1.244	21.941
Mujer	0	0	12.937	1.812	0	0	2.034	0	0	0	5.165	0	1.028	0	14.219	27.156	0	2.029	2.029	29.279
<b>iRUPO 07</b>	<b>0</b>	<b>0</b>																		
Hombre	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mujer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>iRUPO 08</b>	<b>4</b>	<b>4</b>	<b>100%</b>	<b>100%</b>		<b>100%</b>		<b>100%</b>			<b>100%</b>		<b>100%</b>		<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>
Hombre	0	0	19.142	1.305	0	0	2.768	0	0	1.285	0	25	0	15.656	24.653	46.972	570	9	1.143	48.679
Mujer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Professional classification, remuneration and remuneration audit.

The company has carried out the evaluation of jobs according to the tool of the Ministry of Equality. It has also carried out the remuneration register in accordance with the tool of the Ministry of Equality (arithmetic average of the total effective salary, salary supplements, as well as the median average by professional groups, average equated amounts, as well as the average of equated medians).

There are 14 jobs in the company and they are as follows:

- MANAGER
- HEAD OF ADMINISTRATION
- GROUP LEADER
- INSTALLER
- ADMINISTRATIVE
- STUDY TECHNICIAN
- SITE MANAGER
- MANAGER
- PRODUCTION MANAGER
- BUSINESS DEVELOPMENT DIRECTOR
- TECHNICAL OFFICE
- FOREMAN
- GIS TECHNICIAN
- PURCHASING TECHNICIAN

The staff is in the Professional Group that corresponds to them according to the current Collective Agreement; GROUP 8, GROUP 6, GROUP 5, GROUP 4 and GROUP 2.

As we can see, in terms of the average of the effective amounts by sex, there is no wage gap, since there is a difference of 1%, which means that in the whole of the average of the entire workforce, men have a salary 1% higher than that of women, this is due to the fact that the majority of the workforce of INDUTEC INSTALACIONES Y ENRGIA SA are men and therefore they occupy positions of greater responsibility.

If we continue to analyse the average of the effective amounts by GROUPS, we observe the following:

GROUP 04: This group is the one with the highest accumulation of staff as it is made up of 72 men and 4 women, integrating the following jobs: MANAGER, INSTALLER, GROUP LEADER, ADMINISTRATIVE, SITE MANAGER, GIS TECHNICIAN and FOREMAN.

In this group, the effective remuneration is 13% positive, i.e. the average total effective remuneration is 13% higher for men to the detriment of women. This is due to each of the salary and non-salary supplements received by each of the people who make up this Group and are as follows:

- Vacation
- Pay summer
- Pay Christmas
- On account of the agreement
- Plus agreement
- Plus assistance
- Activity bonus
- Production Plus
- Incentives
- Extra-salary bonus
- Production

This percentage is due to the masculinization of the GROUP since the number of men is much higher than that of women, so when it comes to receiving different salary supplements such as:

Plus attendance; plus that workers receive for each day effectively worked with the normal required performance, the percentage in men is much higher than the percentage in women precisely because it is a very masculinized GROUP.

Plus production; a bonus that is granted for the fulfilment of certain production objectives or for the number of tasks performed, in this case it has only been received by men since they are the ones who encompass the categories of MANAGER/, INSTALLER, GROUP LEADER, SITE MANAGER, FOREMAN, GIS TECHNICIAN. And on the women's side, it is made up of the ADMINISTRATIVE ASSISTANTS.

Production;

plus que se otorga por el cumplimiento de unos determinados objetivos de producción o por el número de tareas realizadas, en este caso solamente ha sido recibida por los hombres ya que son los que engloban las categorías de ENCARGADO/, INSTALADOR/A, JEFE/A DE GRUPO, JEFE/A DE OBRA, CAPATAZ, TECNICO/A SIG. Y por el lado femenino lo forman las AUXILIARES ADMINISTRATIVAS.

Therefore, if we analyse each of the salary and non-salary supplements of GROUP 04, we see the following averages:

1. **EFFECTIVE BASE SALARY:** the effective base salary without salary or extra-salary supplements is 6% higher in the case of men than in the case of women, this is because the number of men that make up this GROUP is much higher than the number of women, which makes that average also higher. although without reaching that 25% that would mark the wage gap.
2. **VACATIONS:** in this case the difference would be 34% negative, that is, in this case women benefit more than men. This bonus is an extraordinary bonus that is determined by each of the professional levels and categories
3. **SUMMER PAY:** here the difference is 72% negative, that is, in this supplement women benefit more than men. This salary supplement is accrued in the period from 01.01 to 31.06, so here there may be employees who have not generated this supplement for the time they have been in the company.
4. **CHRISTMAS PAY:** here the difference is 40% negative, that is, in this supplement women benefit more than men. This salary supplement is accrued in the period from 01.07 to 31.12, so here there may be employees who have not generated this supplement for the time they have been in the company.
5. **ON ACCOUNT AGREEMENT:** here the difference is 11% negative, that is, in this supplement women benefit more. This supplement is granted for academic training, language skills, seniority.
6. **PLUS AGREEMENT:** this supplement is paid according to the stipulations of the Collective Agreement, being normally proportional to the working day. In this case, this supplement is much higher on the female side, as it exceeds 25% precisely due to the proportionality of the working day performed.
7. **PLUS ASSISTANCE:** supplement that workers receive for each day effectively worked with the normal performance required. In this case the difference is 68% positive, which means that in this case men benefit more from this supplement.
8. **INCENTIVES:** salary supplement granted to workers for achieving specific goals and objectives established by the company. In this case, this supplement is much higher on the female side, as it exceeds 25%.
9. **PRODUCTION:** salary supplement granted to workers for the performance of a certain number of tasks performed or for production objectives, in this case the difference of -33% is negative, which means that in this case women benefit.

With regard to non-salary supplements, the following can be deduced:

1. **TRANSPORT BONUS:** non-salary supplement granted to the workforce to compensate for travel expenses to the workplace. In this case, the difference of -33% is negative, which means that in this case women benefit.



Therefore, after what has been analysed in this GROUP, it can be concluded that the average total effective remuneration of the workforce is 13% higher for men than for women, but without reaching the percentage established in article 28.3 of the SW to speak of a wage gap, since it is below 25%.

The next GROUP formed by men and women would be:

GROUP 06: This GROUP is made up of 2 men and 3 women and makes up the following positions in the company: HEAD OF ADMINISTRATION, STUDY TECHNICIAN and GROUP LEADER. If we now analyse the average of the effective amounts, we can see that there is no wage gap since there is a difference of 8% in negative, which means that here women obtain 8% more effective salary than men.

So if we analyze each of the salary and non-salary supplements of GROUP 06 we see the following averages:

1. EFFECTIVE BASE SALARY: the effective base salary without salary or non-salary supplements is 5% higher in the case of women than in the case of men, this is due in this case to the fact that the number of women is somewhat higher than that of men.
2. VACATIONS: in this case the difference would be 30% negative, that is, in this case women benefit more than men. This bonus is an extraordinary bonus that is determined by each of the professional levels and categories
3. SUMMER PAY: here the difference is 100% in favor of women, that is, in this case only women have received that pay. This salary supplement is accrued in the period from 01.01 to 30.06, so here there may be employees who have not generated this supplement for the time they have been in the company.
4. CHRISTMAS PAY: here the difference is 16% in positive, that is, in this case men benefit more than women. This salary supplement is accrued in the period from 01.07 to 31.12, so here there may be employees who have not generated this supplement for the time they have been in the company.
5. ON ACCOUNT OF THE AGREEMENT: here the difference is 11% negative, that is, in this supplement women benefit more. This supplement is granted for the qualification they hold, language proficiency, seniority.

6. PLUS ASSISTANCE: supplement that workers receive for each day effectively worked with the normal performance required. In this case the difference is 100% positive, which means that in this case only men have received it.

7. PRODUCTION BONUS: bonus that is granted for the fulfillment of certain production objectives or for the number of tasks performed. In this case there is a positive difference of 21%, which means that men benefit more from this supplement.

8. PRODUCTION: salary supplement that is granted to male and female workers for the performance of a certain number of tasks performed or for production objectives, in this case the difference of 15% is positive, which means that in this case men benefit more from this supplement. But there is another second production bonus in which the difference is negative 33%, which in this case would be the women who would benefit the most from this supplement.

With regard to non-salary supplements, the following can be deduced:

1. TRANSPORT BONUS: extra-salary supplement granted to the workforce to compensate for travel expenses to the workplace. In this case, the difference of -33% is negative, which means that in this case women benefit.

Therefore, after what has been analysed in this GROUP, it can be concluded that the average of the total effective remuneration of the workforce is 8% negative, which means that in this GROUP the average of the total effective remuneration is 8% higher in the case of women, but without reaching the percentage established in article 28.3 SW to speak of a wage gap, since it is below 25%.

If we continue to analyse the median of the effective amounts by sex, we can see that in this case the median of the amounts actually received is negative 31%, that is, in this case women as a whole receive a salary 31% higher than men, so we could speak of a wage gap in favour of women.

If we analyze it by GROUPS where there is representation of both sexes, we see the following:

GROUP 04: This group is the one with the highest accumulation of staff as it is made up of 72 men and 4 women, integrating the following jobs: MANAGER, INSTALLER, GROUP LEADER, ADMINISTRATIVE, SITE MANAGER, GIS TECHNICIAN and FOREMAN.

In this GROUP we observe that the effective remuneration is 0%, although the effective amounts of this GROUP are 16,245 in the case of men and 16,165 in the case of women, so we have that difference of 0%. This does not mean that there is no difference between men and women in the receipt of salary and non-salary supplements, and we detail it below.

1. **EFFECTIVE BASE SALARY:** the effective base salary without salary or non-salary supplements is negative 17% in the GROUP median as a whole, so that as a whole women have an effective salary 17% higher than that of men.
2. **HOLIDAYS:** in this salary supplement, the median of the whole has a difference of -93% in favour of women. This bonus is an extraordinary bonus that is determined by each of the professional levels and categories
3. **SUMMER PAY:** in this supplement the difference is 100% in favor of women, which means that it has only been paid to them.
4. **CHRISTMAS PAY:** in this supplement the difference is 100% in favor of women, which means that it has only been paid to them.
5. **ON ACCOUNT AGREEMENT:** here the difference is 41% negative, that is, in this supplement women benefit more. This supplement is granted for the qualification they hold, language proficiency, seniority.
6. **PLUS ACTIVITY:** this supplement is an additional amount that workers receive for each hour or day worked, which is defined by the Collective Agreement. Here we find a percentage of 100% in favor of women since, according to the calculation of the medians, only women have been paid.

With regard to non-salary supplements, the following can be deduced:

**TRANSPORT BONUS:** non-salary supplement granted to the workforce to compensate for travel expenses to the workplace. In this case the difference is 100% in favour of women, since according to the calculation of the median only women have received it.

**EXTRA-SALARY BONUS:** extra-salary supplement that is not linked to the work carried out within the company, but are payments to compensate or indemnify expenses that have been assumed with

your money. In this case there is a positive difference of 24%, which means that men are the ones who receive this extra-salary supplement the most.

The next GROUP would be:

GROUP 06: This GROUP is made up of 2 men and 3 women and makes up the following positions in the company: HEAD OF ADMINISTRATION, STUDY TECHNICIAN and GROUP LEADER. If we now analyse the median of the effective amounts, we can see that there is a wage gap of 33% in negative, which means that here women obtain 33% more effective salary than men.

This would be motivated by the receipt of the different bonuses that are received and which are the following:

- Vacations: in this case the difference is 35% negative, that is, women have received 39%. This bonus is an extraordinary bonus that is determined by each of the professional levels and categories.
- Christmas pay in this case has only been received by men so the percentage is 100%, this supplement is generated between 07/01 and 12/31, it gives us this percentage because contracts prior to 2021 could prorate them and subsequent contracts cannot prorate extra payments.
- Plus on account of the agreement, in this case this bonus has a 28% negative difference, which means that women receive a higher percentage to the detriment of men. This bonus is granted for seniority, qualifications, whether or not languages are spoken.
- Plus assistance in this case has been received only by men, so the percentage is 100%, plus that workers receive for each day effectively worked with the normal performance required.
- Activity plus: in this case there is a negative difference of 103% in favor of women, which means that the percentage that women receive for this bonus is much higher than what men receive, this complement or bonus is granted additionally to employees for each hour or day worked, according to what is set out in the Collective Agreement.
- Production in this case there is a positive difference of 73% in favor of men, which means that men have received a much higher percentage for this supplement, this supplement is granted for the achievement of certain productivity objectives, or for the number of tasks/jobs performed.

With regard to non-salary supplements, the following can be deduced:

**TRANSPORT BONUS:** non-salary supplement granted to the workforce to compensate for travel expenses to the workplace. In this case the difference is 100% in favor of men, since according to the calculation of the median only men have received it.

**EXTRA-SALARY BONUS:** extra-salary supplement that is not linked to the work carried out within the company, but are payments to compensate or indemnify expenses that have been assumed with your money. In this case there is a negative difference of 94%, which means that according to the median women have received a higher percentage for this non-salary supplement.

### 2.1.a. IMPORTES EQUIPARADOS Promedios

	Nº	Nº SC	Nº SC Norm	Nº SC Anualiz	Nº SC Norm y Anualiz	Nº SC Eq	SALARIO BASE Eq	Vac.	Pag. ver.	Pag. nav.	Acta. Conv.	Compl. T.	Plus conv.	Plus asist.	Inc.	Plus act.	Plus prod.	Prod.	Prod.	Tot COMPLES AL Eq	TOTAL SALARIO Eq	Plus extr.	Tot Extrasalarial Eq	TOTAL Retrib Eq
TOTAL							-2%	-7%	67%	-42%	-22%	100%	-225%	14%	-125%	67%				24%	11%	-9%	-58%	7%
Hombre	82	82	3	0	0	3	8.219	636	484	617	1.183	0	31	125	35	1.483	0	0	7.749	15.988	645	819	16.787	
Mujer	7	7	0	0	0	0	8.405	1.231	177	174	1.416	0	735	111	512	2.487	0	0	5.869	14.275	1.025	1.275	15.551	

	Nº	Nº SC	Nº SC Norm	Nº SC Anualiz	Nº SC Norm y Anualiz	Nº SC Eq	SALARIO BASE Eq	Vac.	Pag. ver.	Pag. nav.	Acta. Conv.	Compl. T.	Plus conv.	Plus asist.	Inc.	Plus act.	Plus prod.	Prod.	Prod.	Tot COMPLES AL Eq	TOTAL SALARIO Eq	Plus extr.	Tot Extrasalarial Eq	TOTAL Retrib Eq
GRUPO 01																								
Hombre	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mujer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GRUPO 02							100%	100%		100%	100%			100%			100%			100%	100%	100%	100%	100%
Hombre	3	3	0	0	0	0	10.807	118	0	349	1.312	0	0	1.936	0	0	3.017	0	0	5.181	16.048	558	558	16.718
Mujer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GRUPO 03																								
Hombre	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mujer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GRUPO 04							8%	-25%	-72%	-46%	-7%		-353%	69%	-100%	20%	100%	98%	100%	40%	25%	100%	-34%	20%
Hombre	72	72	41	0	31	72	7.200	695	551	692	1.037	0	35	755	40	1.559	1.120	1.542	1.239	7.008	14.087	1.200	780	15.188
Mujer	4	4	2	0	2	4	8.828	842	567	525	1.168	0	1210	253	442	1.244	0	38	0	4.221	11.119	0	1.055	12.173
GRUPO 05							100%	100%			100%			100%			100%			100%	100%	100%	100%	100%
Hombre	1	1	0	0	0	0	20.154	103	0	0	2.125	0	0	2.154	0	0	0	0	5.108	13.305	38.248	0	1.225	40.476
Mujer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GRUPO 06							-6%	-30%	100%	10%	-10%			100%	100%	-65%	5%			0%	-2%	-5%	-28%	-4%
Hombre	2	2	2	0	0	2	10.044	1.341	0	583	1.591	0	0	447	0	2.545	0	3.767	0	8.003	18.047	1.040	1.044	19.290
Mujer	3	3	2	0	0	2	10.512	1.740	763	806	1.817	0	0	0	607	3.545	0	1.948	0	7.972	18.483	1.572	1.572	20.055
GRUPO 07																								
Hombre	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mujer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GRUPO 08							100%	100%			100%			100%	100%	100%	100%			100%	100%	100%	100%	100%
Hombre	4	4	0	0	0	0	17.400	1.534	0	0	2.318	0	0	2.318	0	1.352	68	16.025	0	19.327	37.327	572	1.143	38.470
Mujer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

If we look at the table we see that the total average of equal remuneration according to the professional classification applicable to the company is 7% in favour of men, so we would not be facing an effective wage gap between the two sexes.

If we continue with the GROUPS in which there is representation of both sexes, such as GROUP 04 and GROUP 06, it is found that in GROUP 04 that the total equal remuneration received by this GROUP is 20% in favor of men, a considerable difference but without reaching 25% this is due to the different supplements that are received by one and the other. since in the case of:

## PLUS ASSISTANCE

## PLUS PRODUCTION

## PRODUCTION

In these cases, it is men who receive greater bonuses or directly only they receive them as they are a very masculinized GROUP.

If we look at GROUP 06 we will see that in this GROUP the total equal remuneration received by the components of said GROUP is 4% negative, which means that here the remuneration obtained by the women who make up the GROUP is higher.

### 2.2.a. IMPORTES EQUIPARADOS Medianas

		Nº	Nº SC	Nº SC Norm	Nº SC Anualiz	Nº SC Norm y Anualiz	Nº SC Eq	SALARIO BASE Eq	Vac.	Pag.ver	Pag.na v.	Acta. Conv.	Compl. T.	Plus conv.	Plus asist.	Inc.	Plus act.	Plus prod.	Prod.	Prod.	Tot COMPLS AL Eq	TOTAL SALARIO Eq	Plus extr.	Tot Extrasala rial Eq	TOTAL Retrib Eq
TOTAL								-15%	-273%			-45%			100%		100%		100%		-13%	-22%		-98%	-26%
Hombre	82	82	3	0	0	0	3	7.237	408	0	0	976	0	0	54	0	0	0	0	0	5.620	13.285	0	679	14.182
Mujer	7	7	0	0	0	0	0	8.296	1.523	0	0	1.417	0	0	0	0	1.373	0	151	0	6.358	16.225	0	1.344	17.830
		Nº	Nº SC	Nº SC Norm	Nº SC Anualiz	Nº SC Norm y Anualiz	Nº SC Eq	SALARIO BASE Eq	Vac.	Pag.ver	Pag.na v.	Acta. Conv.	Compl. T.	Plus conv.	Plus asist.	Inc.	Plus act.	Plus prod.	Prod.	Prod.	Tot COMPLS AL Eq	TOTAL SALARIO Eq	Plus extr.	Tot Extrasala rial Eq	TOTAL Retrib Eq
SRUPO 01								100%				100%			100%				100%		100%	100%		100%	100%
Hombre	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Mujer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
SRUPO 02								100%				100%			100%				100%		100%	100%		100%	100%
Hombre	3	3	0	0	0	0	0	3.570	0	0	0	606	0	0	918	0	0	0	78	0	1.386	4.956	0	407	5.363
Mujer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
SRUPO 03								100%				100%			100%				100%		100%	100%		100%	100%
Hombre	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Mujer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
SRUPO 04								-17%	-93%	100%	100%	-34%					100%				27%	7%	24%	-35%	3%
Hombre	72	72	3	0	0	0	3	6.511	415	0	0	906	0	0	0	0	0	0	0	0	5.307	13.125	243	652	13.660
Mujer	4	4	0	0	0	0	0	7.594	801	943	878	1.211	0	0	0	0	450	0	0	0	3.852	12.232	185	879	13.241
SRUPO 05								100%	100%			100%			100%				100%		100%	100%		100%	100%
Hombre	1	1	0	0	0	0	0	26.154	109	0	0	2.985	0	0	2.764	0	0	0	9.106	0	13.095	39.249	0	1.226	40.475
Mujer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
SRUPO 06								-29%	-35%		100%	-28%			100%		-103%		73%		3%	-15%	-94%	-63%	-18%
Hombre	2	2	0	0	0	0	0	10.044	1.341	0	961	1.591	0	0	447	0	2.545	0	3.767	0	8.003	18.047	1.046	1.244	19.290
Mujer	3	3	0	0	0	0	0	12.937	1.812	0	0	2.034	0	0	0	0	5.165	0	1.028	0	7.729	20.666	2.029	2.029	22.785
SRUPO 07								100%	100%			100%			100%		100%		100%		100%	100%		100%	100%
Hombre	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Mujer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
SRUPO 08								100%	100%			100%			100%		100%		100%		100%	100%		100%	100%
Hombre	4	4	0	0	0	0	0	19.142	1.305	0	0	2.768	0	0	1.285	0	25	0	15.656	0	19.376	44.606	0	1.143	46.313
Mujer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

If we look at the table we see that the total median of equal remuneration according to the professional classification applicable to the company is 26% in favour of women, being slightly above the 25% set by the regulations.

If we continue with the GROUPS in which there is representation of both sexes, such as GROUP 04 and GROUP 06, we can see that in GROUP 04 the total equal remuneration received by this GROUP is 3% in favour of men, a minimal difference and very far from the percentage set by the regulations to be faced with a wage gap.

In the case of GROUP 06 we also observe that here the equal remuneration received by this GROUP is -18% in favour of women, that is, in this case the total equal remuneration of this GROUP is 18% higher in the case of women, but without reaching this 25% set by the regulations.

<b>1.1.b. IMPORTES EFECTIVOS Promedios</b>				Razón Social: INDUTEC INSTALACIONES Y ENERGIA SA - NIF: A995228											
				PERIODO DE REFERENCIA											
				01-01-23 fecha inicio											
				31-12-23 fecha fin											

			SALARIO BASE Ef	Vac.	Pag.ver	Pag.na v.	Acta. Conv.	Comp.L. T.	Plus conv.	Plus asist.	Inc.	Plus act.	Plus prod.	Prod.	Prod.	TOTAL SALARIO O Ef	TOTAL SALARIO Ef	Plus trans.	Plus extr.	Tot Extras alarial	TOTAL Retrib Ef
Nº	Nº SC			-84%	-81%	-42%	-27%	100%	-2256%	83%	-1356%	-67%	100%	66%	100%		3%	31%	-64%	-29%	1%
TOTAL			-2%	-84%	-81%	-42%	-27%	100%	-2256%	83%	-1356%	-67%	100%	66%	100%						
Hombre	82	82	8.219	667	484	617	1.163	0	31	805	35	1.445	915	2.416	1.115	0	17.912	363	623	987	18.899
Mujer	7	7	8.406	1.231	877	874	1.476	0	726	133	512	2.407	0	813	0	0	17.456	251	1.025	1.276	18.733

	Nº	Nº SC	SALARIO BASE Ef	Vac.	Pag.ver	Pag.na v.	Acta. Conv.	Comp.I. T.	Plus conv.	Plus asist.	Inc.	Plus act.	Plus prod.	Prod.	Prod.	Tot COMPL. SAL Ef	TOTAL SALARIO Ef	Plus trans.	Plus extr.	Tot Extras alarial	TOTAL Retrib Ef
ESCALA 01																					
Hombre	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mujer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ESCALA 02																					
Hombre	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mujer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ESCALA 03			63%	86%	100%	100%	68%		100%	100%		38%	100%	100%	100%	85%	76%	100%	42%	60%	75%
Hombre	47	47	6.096	550	454	603	875	0	54	569	0	1.453	1.189	1.068	1.611	8.426	14.523	278	639	917	15.439
Mujer	1	1	2.254	78	0	0	282	0	0	0	0	900	0	0	0	1.260	3.514	0	370	370	3.884
ESCALA 04			24%	-27%	-35%	-18%	1%			80%	-708%	-24%	100%	83%	100%	10%	17%	11%	-39%	-14%	15%
Hombre	26	26	9.323	647	704	782	1.279	0	0	1.170	111	1.104	728	1.748	603	8.876	18.199	493	477	970	19.168
Mujer	4	4	7.124	822	947	925	1.265	0	1.270	233	897	1.372	0	295	0	8.026	15.149	439	664	1.103	16.253
ESCALA 05			9%	-182%	100%	-89%	-21%			100%		-208%		59%		-24%	-6%	100%	-198%	-68%	-8%
Hombre	3	3	15.414	930	0	641	2.056	0	0	1.219	0	1.696	0	5.547	0	12.090	27.504	541	697	1.238	28.741
Mujer	2	2	14.048	2.624	1.174	1.209	2.496	0	0	0	0	5.231	0	2.258	0	14.994	29.042	0	2.076	2.076	31.117
ESCALA 06																					
Hombre	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mujer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ESCALA 07			100%	100%			100%			100%		100%	100%	100%		100%	100%	100%	100%	100%	100%
Hombre	6	6	16.469	1.537	0	0	2.464	0	0	859	0	2.737	46	14.314	0	21.957	38.426	381	1.098	1.479	39.905
Mujer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

<b>1.2.b. IMPORTES EFFECTIVOS Medianas</b>		<b>Razón Social: INDUTEC INSTALACIONES Y ENERGIA SA - NIF: A995228</b>																		
		<b>PERIODO DE REFERENCIA</b>																		
		01-01-23 fecha inicio																		
		31-12-23 fecha fin																		

Nº	Nº SC	SALARIO BASE Ef	Vac.	Pag.ve r.	Pag.na v.	Acta. Conv.	Comp.I .T.	Plus conv.	Plus asist.	Inc.	Plus act.	Plus prod.	Prod.	Prod.	Tot COMPL. SAL Ef	TOTAL SALARIO Ef	Plus trans.	Plus extr.	Tot Extras alarial	TOTAL Retrib Ef	
TOTAL		-15%	-273%			-56%			100%		100%		100%		-58%	-33%	100%	-5901%	-44%	-31%	
Hombre	82	82	7.237	408	0	0	906	0	0	54	0	0	0	0	7.410	15.027	10	9	936	16269	
Mujer	7	7	8.296	1.523	0	0	1.417	0	0	0	0	1.373	0	151	0	11.690	19.986	0	564	1344	21330



	Nº	Nº SC	SALARIO BASE Ef	Vac.	Pag.ve r.	Pag.na v.	Acta. Conv.	Comp.J .T.	Plus conv.	Plus asist.	Inc.	Plus act.	Plus prod.	Prod.	Prod.	Tot COMPLE SAL Ef	TOTAL SALARIO Ef	Plus trans.	Plus extr.	Tot Extras alarial	TOTAL Retrib Ef
ESCALA 01																					
Hombre	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mujer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ESCALA 02																					
Hombre	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mujer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ESCALA 03			58%	80%			53%					-4%	100%			81%	74%		13%	53%	73%
Hombre	47	47	5.397	393	0	0	595	0	0	0	0	868	60	0	0	6.728	13.504	0	425	782	14.286
Mujer	1	1	2.254	78	0	0	282	0	0	0	0	900	0	0	0	1.260	3.514	0	370	370	3.884
ESCALA 04			7%	-86%	100%	100%	1%			100%	100%	100%		81%		13%	8%	31%	100%	8%	11%
Hombre	26	26	8.185	409	0	0	1.217	0	0	626	0	0	0	389	0	9.477	16.616	301	0	1.040	18.118
Mujer	4	4	7.594	761	943	878	1.211	0	0	0	883	686	0	75	0	8.290	15.286	207	282	954	16.165
ESCALA 05			-10%	-446%	100%	100%	2%			100%		100%		70%		0%	4%	100%	100%	-69%	3%
Hombre	3	3	12.747	481	0	0	2.551	0	0	894	0	0	0	7.534	0	14.964	30.123	396	0	1.226	32.214
Mujer	2	2	14.048	2.624	1.174	1.209	2.496	0	0	0	0	5.231	0	2.258	0	14.994	29.042	0	2.076	2.076	31.117
ESCALA 06																					
Hombre	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mujer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ESCALA 07			100%	100%			100%					100%		100%		100%	100%		100%	100%	100%
Hombre	6	6	15.008	1.543	0	0	2.755	0	0	0	0	2.623	0	11.804	0	20.598	39.330	0	1.077	1.641	40.971
Mujer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

As we can see, the company INDUTEC INSTALACIONES Y ENRGIA SA has 4 job scales according to the job evaluation tool of the Ministry of Equality, these scales are classified as follows according to the score obtained with the Ministry's tool.

#### SCALE 03: INSTALLER

MANAGER

GIS TECHNICIAN

#### SCALE 04: SITE MANAGER

ADMINISTRATIVE

PRODUCTION MANAGER

FOREMAN

TECHNICAL OFFICE

SHOPPING

#### SCALE 05: STUDY TECHNICIAN

PRODUCTION MANAGER

HEAD OF ADMINISTRATION

## SCALE 07: BUSINESS DEVELOPMENT MANAGER

MANAGER

GROUP LEADER.

If we analyse the average of the effective amounts according to the job valuation, we observe that the total effective remuneration of the entire workforce of INDUTEC INSTALACIONES Y ENERGIA SA is 1% positive, which means that the average effective remuneration of men is 1% higher than that of women at INDUTEC INSTALACIONES Y ENERGIA SA.

But if we analyze each of the SCALES and their complements, we will see the following in the case of averages:

SCALE 03 we observe that there is a gap of 75% in favor of men and to the detriment of women, this is motivated by the fact that this scale is made up of 47 men and only one woman, which means that most of the salary supplements are received by men, which raises that percentage. These supplements are as follows:

In the case of salaries:

1. **EFFECTIVE BASE SALARY:** the effective base salary without salary or non-salary supplements is 63% higher in the case of men than in the case of women, this is due to the fact that the number of men that make up this GROUP is much higher than the number of women, which makes that average also higher, exceeding that 25% set by the Workers' Statute.
2. **VACATIONS:** in this case the difference would be 86% positive, that is, in this case men benefit more. This bonus is an extraordinary bonus that is determined by each of the professional levels and categories, a percentage that is so high because this scale is only made up of one woman.
3. **SUMMER PAY:** here the difference is 100% positive, that is, this supplement has only been received by men. This salary supplement is accrued in the period from 01.01 to 31.06, so here there may be employees who have not generated this supplement for the time they have been in the company or because they are prorated by contract or agreement.
4. **CHRISTMAS PAY:** here the difference is 100% positive, that is, this supplement has only been received by men. This salary supplement is accrued in the period from 01.07 to 31.12, so here there may be employees who have not generated this supplement for the time they have been in the company or because they are prorated by contract or agreement.

5. ON ACCOUNT AGREEMENT: here the difference is 68% positive, that is, in this supplement men benefit more. This supplement is granted for academic training, language skills, seniority.
6. PLUS AGREEMENT: this supplement is paid according to the stipulations of the Collective Agreement, being normally proportional to the working day. In this case, this supplement is 100% in favor of men.
7. PLUS ASSISTANCE: supplement that workers receive for each day effectively worked with the normal performance required. In this case the difference is 100% in favor of men.
8. PLUS ACTIVITY: this supplement is an additional amount that workers receive for each hour or day worked, which is defined by the Collective Agreement. Here we find a percentage of 38% in favour of men.
9. PLUS PRODUCTION AND PRODUCTION: salary supplement that is granted to workers for the performance of a certain number of tasks carried out or for production objectives, in this case the difference is 100% in favor of men, since in this scale only men have received it.

With regard to non-salary supplements, the following can be deduced:

TRANSPORT BONUS: non-salary supplement granted to the workforce to compensate for travel expenses to the workplace. In this case the difference of 100%, in favor of men since only they have received it.

EXTRA-SALARY BONUS: extra-salary supplement that is not linked to the work carried out within the company, but are payments to compensate or indemnify expenses that have been assumed with your money. In this case there is a positive difference of 42%, which means that men have received a higher percentage for this non-salary supplement.

SCALE 04 In this case there is no wage gap per se, since the effective remuneration received for the total scale as a whole is 15% in favour of men, a percentage that is below the 25% indicated in article 28.3 of the Workers' Statute. But salary and non-salary supplements must be analyzed, since there are considerable differences in these.

1. EFFECTIVE BASE SALARY: the effective base salary without salary or non-salary supplements is 24% higher in the case of men than in the case of women, this is because the number of men that make

up this GROUP is much higher than the number of women, which makes that average also higher. exceeding that 25% set by the Workers' Statute.

2. VACATIONS: in this case the difference would be 27% negative, that is, in this case women benefit more. This bonus is an extraordinary bonus that is determined by each of the professional levels and categories, a percentage that is so high because this scale is only made up of one woman.
3. SUMMER PAY: here the difference is 35% negative, that is, this supplement has been received by more women than men. This salary supplement is accrued in the period from 01.01 to 31.06, so here there may be employees who have not generated this supplement for the time they have been in the company or because they are prorated by contract or agreement.
4. PLUS ASSISTANCE: supplement that workers receive for each day effectively worked with the normal performance required. In this case the difference is 80% in favor of men.
5. INCENTIVES: salary supplement granted to workers for achieving specific goals and objectives established by the company. In this case, this supplement is much higher on the female side, as it exceeds 25%.
6. ACTIVITY BONUS: this supplement is an additional amount that workers receive for each hour or day worked, which is defined by the Collective Agreement. Here we find a percentage of -24% in favour of women.
7. PLUS PRODUCTION AND PRODUCTION: salary supplement that is granted to male and female workers for the performance of a certain number of tasks performed or for production objectives, in this case the difference is 100% in favor of men, since in this scale only men have received it.

With regard to non-salary supplements, the following can be deduced:

EXTRA-SALARY BONUS: extra-salary supplement that is not linked to the work carried out within the company, but are payments to compensate or indemnify expenses that have been assumed with your money. In this case there is a difference of 42% in negative, which means that women have received a higher percentage for this non-salary supplement.

SCALE 05 In this case there is no wage gap per se, since the effective remuneration received for the total scale as a whole is 8% negative, i.e. women in their total average receive 8% more than men. But salary and non-salary supplements must be analyzed, since there are considerable differences in these.

1. **EFFECTIVE BASE SALARY:** the effective base salary without salary or non-salary supplements is 8% higher in the case of men than in the case of women, this is because the number of men that make up this GROUP is much higher than the number of women, which makes that average also higher, exceeding that 25% set by the Workers' Statute.
2. **VACATIONS:** in this case the difference would be -182% in negative, that is, in this case women benefit more. This bonus is an extraordinary bonus that is determined by each of the professional levels and categories, a percentage that is so high because this scale is only made up of one woman.
3. **SUMMER PAY:** here the difference is 100% in favor of women, that is, this supplement has been received only by women. This salary supplement is accrued in the period from 01.01 to 31.06, so here there may be employees who have not generated this supplement for the time they have been in the company or because they are prorated by contract or agreement.
4. **CHRISTMAS PAY:** here the difference is -89%, that is, this supplement is more beneficial for women. This salary supplement is accrued in the period from 01.07 to 31.12, so here there may be employees who have not generated this supplement for the time they have been in the company or because they are prorated by contract or agreement.
5. **ON ACCOUNT AGREEMENT:** here the difference is -21%, that is, in this supplement women benefit more. This supplement is granted for academic training, language skills, seniority.
6. **PLUS ASSISTANCE:** supplement that workers receive for each day effectively worked with the normal performance required. In this case the difference is 100% in favor of men.
7. **ACTIVITY BONUS:** this supplement is an additional amount that workers receive for each hour or day worked, which is defined by the Collective Agreement. Here we find a percentage of -208% in favour of women.
8. **PRODUCTION:** salary supplement granted to male and female workers for the performance of a certain number of tasks performed or for production objectives, in this case the difference is 59% in favour of men.

With regard to non-salary supplements, the following can be deduced:

TRANSPORT BONUS: non-salary supplement granted to the workforce to compensate for travel expenses to the workplace. In this case the difference of 100%, in favor of men since only they have received it.

EXTRA-SALARY BONUS: extra-salary supplement that is not linked to the work carried out within the company, but are payments to compensate or indemnify expenses that have been assumed with your money. In this case there is a difference of -198% in favor of women.

If we analyse the median of the effective amounts according to the job evaluation, we observe that in this case the total median of the effective remuneration is negative 31%, which means that the median of the total effective remuneration of women is 31% higher than that of men.

If we go to the scales we see the following:

SCALE 03 we observe that there is a gap of 73% in favor of men and to the detriment of women, this is motivated by the fact that this scale is made up of 47 men and only one woman, which means that most of the salary supplements are received by men, which raises that percentage. These supplements are as follows:

1. EFFECTIVE BASE SALARY: the effective base salary without salary or non-salary supplements is 58% higher in the case of men than in the case of women, this is due to the fact that the number of men that make up this GROUP is much higher than the number of women, which makes that average also higher, exceeding that 25% set by the Workers' Statute.
2. VACATIONS: in this case the difference would be 80% positive, that is, in this case men benefit more. This bonus is an extraordinary bonus that is determined by each of the professional levels and categories, a percentage that is so high because this scale is only made up of one woman.
3. ON ACCOUNT AGREEMENT: here the difference is 53%, that is, in this supplement men benefit more. This supplement is granted for academic training, language skills, seniority.
4. PLUS ACTIVITY: this supplement is an additional amount that workers receive for each hour or day worked, which is defined by the Collective Agreement. Here we find a percentage of -4% in favour of women.
5. PRODUCTION BONUS: salary supplement granted to workers for the performance of a certain number of tasks carried out or for production objectives, in this case the difference is 100% in favour of men, since on this scale only men have received it.

With regard to non-salary supplements, the following can be deduced:

**EXTRA-SALARY BONUS:** extra-salary supplement that is not linked to the work carried out within the company, but are payments to compensate or indemnify expenses that have been assumed with your money. In this case there is a difference of 13% in favour of men.

**SCALE 04** In this case there is no salary gap either positive or negative, since the effective remuneration received for the total scale as a whole is 11% positive. In other words, it does not exceed the 25% set by the regulations to be faced with a wage gap. Per se, the different salary supplements will be analyzed.

1. **EFFECTIVE BASE SALARY:** the effective base salary without salary or extra-salary supplements is 7% higher in the case of men than in the case of women, this is because the number of men that make up this GROUP is much higher than the number of women, which makes that average also higher, exceeding that 25% set by the Workers' Statute.
2. **VACATIONS:** in this case the difference would be -86% in negative, that is, in this case women benefit more. This bonus is an extraordinary bonus that is determined by each of the professional levels and categories, a percentage that is so high because this scale is only made up of one woman.
3. **SUMMER PAY:** here the difference is 100% in favor of men, that is, this supplement has been received only by men. This salary supplement is accrued in the period from 01.01 to 31.06, so here there may be employees who have not generated this supplement for the time they have been in the company or because they are prorated by contract or agreement.
4. **CHRISTMAS PAY:** here the difference is 100% in favor of men, that is, this supplement has been received only by men. This salary supplement is accrued in the period from 01.07 to 31.12, so here there may be employees who have not generated this supplement for the time they have been in the company or because they are prorated by contract or agreement.
5. **PLUS ASSISTANCE:** supplement that workers receive for each day effectively worked with the normal performance required. In this case the difference is 100% in favor of men.
6. **INCENTIVES:** salary supplement granted to workers for achieving specific goals and objectives established by the company. In this case the difference is 100% in favor of women.

7. ACTIVITY BONUS: this supplement is an additional amount that workers receive for each hour or day worked, which is defined by the Collective Agreement. Here we find a percentage of 100% in favor of men.

With regard to non-salary supplements, the following can be deduced:

TRANSPORT BONUS: non-salary supplement granted to the workforce to compensate for travel expenses to the workplace. In this case, the difference of 31%, in favor of men.

EXTRA-SALARY BONUS: extra-salary supplement that is not linked to the work carried out within the company, but are payments to compensate or indemnify expenses that have been assumed with your money. In this case there is a 100% difference in favor of women.

SCALE 05 In this case there is no salary gap either positive or negative, since the effective remuneration received for the total scale as a whole is 3% positive. In other words, it does not exceed the 25% set by the regulations to be faced with a wage gap. Per se, the different salary supplements will be analyzed.

1. VACATIONS: in this case the difference would be -446% in negative, that is, in this case women benefit more. This bonus is an extraordinary bonus that is determined by each of the professional levels and categories, a percentage that is so high because this scale is only made up of one woman.
2. SUMMER PAY: here the difference is 100% in favor of men, that is, this supplement has been received only by men. This salary supplement is accrued in the period from 01.01 to 31.06, so here there may be employees who have not generated this supplement for the time they have been in the company or because they are prorated by contract or agreement.
3. CHRISTMAS PAY: here the difference is 100% in favor of men, that is, this supplement has been received only by men. This salary supplement is accrued in the period from 01.07 to 31.12, so here there may be employees who have not generated this supplement for the time they have been in the company or because they are prorated by contract or agreement.
4. PLUS ASSISTANCE: supplement that workers receive for each day effectively worked with the normal performance required. In this case the difference is 100% in favor of men.



5. ACTIVITY BONUS: this supplement is an additional amount that workers receive for each hour or day worked, which is defined by the Collective Agreement. Here we find a percentage of 100% in favor of women.

With regard to non-salary supplements, the following can be deduced:

TRANSPORT BONUS: non-salary supplement granted to the workforce to compensate for travel expenses to the workplace. In this case the difference of 100%, in favor of men.

EXTRA-SALARY BONUS: extra-salary supplement that is not linked to the work carried out within the company, but are payments to compensate or indemnify expenses that have been assumed with your money. In this case there is a 100% difference in favor of women.

### 2.1.b. IMPORTES EQUIPARADOS

	Nº	Nº SC	Nº SC Norm	Nº SC Anualiz	Nº SC Norm y Anualiz	Nº SC Eq	SALARIO BASE Eq	Vac.	Pag.ver	Pag.nav	Acta. Conv.	Comp.L. T.	Plus conv.	Plus asist.	Inc.	Plus act.	Plus prod.	Prod.	Prod.	Tot COMPLS AL Eq	TOTAL SALARIO Eq	Plus extr.	Tot Extrasala rial Eq	TOTAL Retrib Eq
TOTAL							-2%	-78%	-81%	-42%	-23%	-2256%	84%	-1356%	-61%		67%			24%	11%		-56%	7%
Hombre	82	82	3	0	0	3	8.219	690	484	617	1.199	0	31	825	35	1.499	0	2.449	0	7.749	15.968	0	819	16.787
Mujer	7	7	0	0	0	0	8.406	1.231	877	874	1.476	0	726	133	512	2.407	0	813	0	5.869	14.275	0	1.276	15.551

	Nº	Nº SC	Nº SC Norm	Nº SC Anualiz	Nº SC Norm y Anualiz	Nº SC Eq	SALARIO BASE Eq	Vac.	Pag.ver	Pag.nav	Acta. Conv.	Comp.L. T.	Plus conv.	Plus asist.	Inc.	Plus act.	Plus prod.	Prod.	Prod.	Tot COMPLS AL Eq	TOTAL SALARIO Eq	Plus extr.	Tot Extrasala rial Eq	TOTAL Retrib Eq
ESCALA 01																								
Hombre	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mujer	0	0	0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ESCALA 02																								
Hombre	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mujer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ESCALA 03							63%	87%	100%	100%	69%		100%	100%		42%		100%	100%	81%	73%		48%	72%
Hombre	47	47	26	0	21	47	6.096	591	454	603	918	0	54	569	0	1.547		1.124	1.611	6.860	12.956	0	714	13.670
Mujer	1	1	1	0	0	1	2.254	78	0	0	282	0	0	0	0	900		0	1.270	3.524	0	370	3.893	
ESCALA 04							24%	-27%	-35%	-18%	4%			81%	-708%	-24%	100%	83%	100%	20%	22%		-37%	19%
Hombre	26	26	2	0	0	2	9.323	647	704	782	1.317	0	0	1.236	111	1.104	728	1.748	685	6.433	15.756	0	808	16.564
Mujer	4	4	0	0	0	0	7.124	822	947	925	1.265	0	1.270	233	897	1.372	0	295	0	5.170	12.294	0	1.103	13.397
ESCALA 05							9%	-182%	100%	-89%	-21%			100%		-208%		59%		1%	6%		-68%	3%
Hombre	3	3	0	0	0	0	15.414	930	0	641	2.056	0	0	1.219	0	1.696	0	5.547	0	9.700	25.114	0	1.238	26.352
Mujer	2	2	0	0	0	0	14.048	2.624	1.174	1.209	2.496	0	0	0	0	5.231	0	2.258	0	9.565	23.613	0	2.076	25.689
ESCALA 06																								
Hombre	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mujer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ESCALA 07							100%	100%			100%			100%		100%	100%	100%		100%	100%		100%	100%
Hombre	6	6	6	0	0	6	16.469	1.537	0	0	2.464	0	0	859	0	2.737	46	14.314	0	19.435	35.904	0	1.479	37.383
Mujer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

If we analyse the amounts equalised according to the valuation of jobs and taking into account the average, we observe that the total effective remuneration of the entire workforce of INDUTEC INSTALACIONES Y ENRGIA SA is 7% positive, which means that the average effective remuneration of Equality Plan Framework Group. Rev 3

men is 7% higher than that of women of INDUTEC INSTALACIONES Y ENERGIA SA. But, although this wage difference exists, we cannot speak of a wage gap between the two sexes, since it is very far from the percentage set out in the Workers' Statute in its article 28.3.

If we go to the scales we see the following:

SCALE 03 we observe that there is a gap of 72% in favor of men and to the detriment of women, this is motivated by the fact that this scale is made up of 47 men and only one woman, which means that most of the salary supplements are received by men, which raises that percentage. These supplements are as follows:

1. EFFECTIVE BASE SALARY: the effective base salary without salary or non-salary supplements is 63% higher in the case of men than in the case of women, this is due to the fact that the number of men that make up this GROUP is much higher than the number of women, which makes that average also higher, exceeding that 25% set by the Workers' Statute.
2. VACATIONS: in this case the difference would be 87%, that is, in this case men benefit more than women. This bonus is an extraordinary bonus that is determined by each of the professional levels and categories, a percentage that is so high because this scale is only made up of one woman.
  2. SUMMER PAY: here the difference is 100% in favor of men, that is, this supplement has been received only by men. This salary supplement is accrued in the period from 01.01 to 31.06, so here there may be employees who have not generated this supplement for the time they have been in the company or because they are prorated by contract or agreement.
  3. CHRISTMAS PAY: here the difference is 100% in favor of men, that is, this supplement has been received only by men. This salary supplement is accrued in the period from 01.07 to 31.12, so here there may be employees who have not generated this supplement for the time they have been in the company or because they are prorated by contract or agreement.
  4. ON ACCOUNT OF THE AGREEMENT: here the difference is 69%, that is, in this case men benefit more than women. This supplement is granted for academic training, language skills, seniority.
  5. PLUS ASSISTANCE: supplement that workers receive for each day effectively worked with the normal performance required. In this case the difference is 100% in favor of men.
  6. ACTIVITY BONUS: this supplement is an additional amount that workers receive for each hour or day worked, which is defined by the Collective Agreement. Here we find a percentage of 42% in favor of men.

7. PLUS PRODUCTION AND PRODUCTION: salary supplement granted to male and female workers for the performance of a certain number of tasks performed or for production objectives, in this case the difference is 100% in favour of men.

SCALE 04 In this case there is no wage gap either positive or negative, since the effective remuneration received for the total scale as a whole is 19% positive, i.e. men have a higher salary. In other words, it does not exceed the 25% set by the regulations to be faced with a wage gap. But the different salary supplements will be analyzed.

1. EFFECTIVE BASE SALARY: the effective base salary without salary or extra-salary supplements is 24% higher in the case of men than in the case of women, this is due to the fact that the number of men that make up this GROUP is much higher than the number of women, which makes that average also higher, although without reaching that 25% set by the Workers' Statute.
2. VACATIONS: in this case the difference would be -27%, that is, in this case women benefit more than men. This bonus is an extraordinary bonus that is determined by each of the professional levels and categories, a percentage that is so high because this scale is only made up of one woman.
3. SUMMER PAY: here the difference is 100% in favor of men, that is, this supplement has been received only by men. This salary supplement is accrued in the period from 01.01 to 31.06, so here there may be employees who have not generated this supplement for the time they have been in the company or because they are prorated by contract or agreement.
4. PLUS ASSISTANCE: supplement that workers receive for each day effectively worked with the normal performance required. In this case the difference is 81% in favor of men.
5. INCENTIVES: salary supplement granted to workers for achieving specific goals and objectives established by the company. In this case the difference is -708% in favor of women.
6. PLUS PRODUCCION: salary supplement that is granted to workers for the performance of a certain number of tasks carried out or for production objectives, in this case the difference is 83% in favor of men, since in this scale only men have received it.

SCALE 05 In this case there is no wage gap either positive or negative, since the effective remuneration received for the total scale as a whole is 3% positive, i.e. men on this scale receive a remuneration 35% higher than women. Although it does not exceed the 25% set by the regulations to be faced with a wage gap. But the different salary supplements will be analyzed.

1. EFFECTIVE BASE SALARY: the effective base salary without salary or non-salary supplements is 9% higher in the case of men than in the case of women.
2. VACATIONS: in this case the difference would be – 182%, that is, in this case women benefit more than men. This bonus is an extraordinary bonus that is determined by each of the professional levels and categories.
3. SUMMER PAY: here the difference is 100% in favor of women, that is, this supplement has been received only by women. This salary supplement is accrued in the period from 01.01 to 31.06, so here there may be employees who have not generated this supplement for the time they have been in the company or because they are prorated by contract or agreement.
4. PLUS ASSISTANCE: supplement that workers receive for each day effectively worked with the normal performance required. In this case the difference is 100% in favor of men.
5. PLUS ACTIVITY: this supplement is an additional amount that workers receive for each hour or day worked, which is defined by the Collective Agreement. Here we find a percentage of -208% in favor of women.
6. PRODUCTION: salary supplement granted to male and female workers for the performance of a certain number of tasks performed or for production objectives, in this case the difference is 59% in favor of men, since on this scale only men have received it.

## 2.2.b. IMPORTES EQUIPARADOS Medianas

	Nº	Nº SC	Nº SC Norm	Nº SC Anualiz	Nº SC Norm y Anualiz	Nº SC Eq	SALARIO BASE Eq	Vac.	Pag.ver .	Pag.na v.	Acta. Conv.	Comp.l. T.	Plus conv.	Plus asist.	Inc.	Plus act.	Plus Prod.	Prod.	Prod.	Tot COMPLS AL Eq	TOTAL SALARIO Eq	Plus extr.	Tot Extrasala rial Eq	TOTAL Retrib Eq
TOTAL							-15%	-273%			-45%			100%		100%		100%		-13%	-22%		-98%	-26%
Hombre	82	82	49	0	33	82	7.237	408	0	0	976	0	0	54	0	0	0	0	0	5.620	13.285	0	679	14.182
Mujer	7	7	4	0	2	6	8.296	1.523	0	0	1.417	0	0	0	0	1.373	0	151	0	6.358	16.225	0	1.344	17.830

	Nº	Nº SC	Nº SC Norm	Nº SC Anualiz	Nº SC Norm y Anualiz	Nº SC Eq	SALARIO BASE Eq	Vac.	Pag.ver	Pag.na v.	Acta. Conv.	Comp.I. T.	Plus conv.	Plus asist.	Inc.	Plus act.	Plus prod.	Prod.	Prod.	Tot COMPLS AL Eq	TOTAL SALARIO Eq	Plus extr.	Tot Extrasala rial Eq	TOTAL Retrib Eq
ESCALA 01																								
Hombre	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mujer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ESCALA 02																								
Hombre	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mujer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ESCALA 03							58%	80%			53%					-4%				76%	72%		29%	70%
Hombre	47	47	1	0	0	1	5.397	393	0	0	595	0	0	0	0	868	0	0	0	5.237	12.516	0	522	13.134
Mujer	1	1	0	0	0	0	2.254	78	0	0	282	0	0	0	0	900	0	0	0	1.270	3.524	0	370	3.893
ESCALA 04							7%	-86%	100%	100%	10%			100%	100%	100%		81%	-1%	15%		-42%	12%	
Hombre	26	26	2	0	0	2	8.185	409	0	0	1.345	0	0	804	0	0	0	389	0	5.533	14.457	0	672	15.126
Mujer	4	4	0	0	0	0	7.594	761	943	878	1.211	0	0	0	883	686	0	75	0	5.571	12.232	0	954	13.309
ESCALA 05							-10%	-446%	100%	100%	2%			100%		100%		70%	27%	14%		-69%	13%	
Hombre	3	3	3	0	0	3	12.747	481	0	0	2.551	0	0	894	0	0	0	7.534	0	13.095	27.462	0	1.226	29.553
Mujer	2	2	1	0	0	1	14.048	2.624	1.174	1.209	2.496	0	0	0	0	5.231	0	2.258	0	9.565	23.613	0	2.076	25.689
ESCALA 06																								
Hombre	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mujer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ESCALA 07							100%	100%			100%					100%		100%	100%	100%	100%		100%	100%
Hombre	6	6	6	0	0	6	15.008	1.543	0	0	2.755	0	0	0	0	2.623	0	11.804	0	18.452	36.077	0	1.641	37.718
Mujer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

If we analyse the amounts equalised according to the job valuation and taking into account the median, we observe that the total effective remuneration of the entire workforce of INDUTEC INSTALACIONES Y ENRGIA SA is 26% negative, which means that the average effective remuneration of women is 26% higher than that of men at INDUTEC INSTALACIONES Y ENERGIA SA. above 25% as set out in Article 28.3. of the Workers' Statute.

If we go to the scales we see the following:

SCALE 03 we observe that there is a gap of 70% in favor of men and to the detriment of women, this is motivated by the fact that this scale is made up of 47 men and only one woman, which means that most of the salary supplements are received by men, which raises that percentage. These supplements are as follows:

1. EFFECTIVE BASE SALARY: the effective base salary without salary or non-salary supplements is 58% higher in the case of men than in the case of women, this is due to the fact that the number of men that make up this GROUP is much higher than the number of women, which makes that average also higher, exceeding that 25% set by the Workers' Statute.

2. VACATIONS: in this case the difference would be 80%, that is, in this case men benefit more than women. This bonus is an extraordinary bonus that is determined by each of the professional levels and categories, a percentage that is so high because this scale is only made up of one woman.

4. ON ACCOUNT OF THE AGREEMENT: here the difference is 53%, that is, in this case men benefit more than women. This supplement is granted for academic training, language skills, seniority.

SCALE 04 In this case there is no wage gap either positive or negative, since the effective remuneration received for the total scale as a whole is 12% positive, i.e. men have a higher salary. In other words, it does not exceed the 25% set by the regulations to be faced with a wage gap. But the different salary supplements will be analyzed.

1EFFECTIVE BASE SALARY: the effective base salary without salary or non-salary supplements is 7% higher in the case of men than in the case of women, this is because the number of men that make up this GROUP is much higher than the number of women, which makes that average also higher. although without reaching that 25% set by the Workers' Statute.

2. VACATIONS: in this case the difference would be -86%, that is, in this case women benefit more than men. This bonus is an extraordinary bonus that is determined by each of the professional levels and categories, a percentage that is so high because this scale is only made up of one woman.

3. SUMMER PAY: here the difference is 100% in favor of women, that is, this supplement has been received only by women. This salary supplement is accrued in the period from 01.01 to 31.06, so here there may be employees who have not generated this supplement for the time they have been in the company or because they are prorated by contract or agreement.

4. CHRISTMAS PAY: here the difference is 100% in favor of women, that is, this supplement has been received only by women. This salary supplement is accrued in the period from 01.07 to 31.12, so here there may be employees who have not generated this supplement for the time they have been in the company or because they are prorated by contract or agreement.

5 . PLUS ASSISTANCE: supplement that workers receive for each day effectively worked with the normal performance required. In this case the difference is 100% in favor of men.

6. INCENTIVES: salary supplement granted to workers for achieving specific goals and objectives established by the company. In this case the difference is -100% in favor of women.

7. PLUS PRODUCCION: salary supplement granted to male and female workers for the performance of a certain number of tasks performed or for production objectives, in this case the difference is 81% in favor of men, since on this scale only men have received it.

8. PLUS ACTIVITY: this supplement is an additional amount that workers receive for each hour or day worked, which is defined by the Collective Agreement. Here we find a percentage of 100% in favor of women.

SCALE 05 In this case there is no wage gap either positive or negative, since the effective remuneration received for the total scale as a whole is 13% positive, i.e. men on this scale receive a remuneration 35% higher than women. Although it does not exceed the 25% set by the regulations to be faced with a wage gap. But the different salary supplements will be analyzed.

1. EFFECTIVE BASE SALARY: the effective base salary without salary or non-salary supplements is 10% higher in the case of women than in the case of men.
2. VACATIONS: in this case the difference would be – 446%, that is, in this case women benefit more than men. This bonus is an extraordinary bonus that is determined by each of the professional levels and categories.
  2. SUMMER PAY: here the difference is 100% in favor of women, that is, this supplement has been received only by women. This salary supplement is accrued in the period from 01.01 to 31.06, so here there may be employees who have not generated this supplement for the time they have been in the company or because they are prorated by contract or agreement.
  3. CHRISTMAS PAY: here the difference is 100% in favor of women, that is, this supplement has been received only by women. This salary supplement is accrued in the period from 01.07 to 31.12, so here there may be employees who have not generated this supplement for the time they have been in the company or because they are prorated by contract or agreement.
4. PLUS ASSISTANCE: supplement that workers receive for each day effectively worked with the normal performance required. In this case the difference is 100% in favor of men.

5. PLUS ACTIVITY: this supplement is an additional amount that workers receive for each hour or day worked, which is defined by the Collective Agreement. Here we find a percentage of -208% in favor of women.
6. PRODUCTION: salary supplement granted to workers for the performance of a certain number of tasks carried out or for production objectives, in this case the difference is 70% in favour of men.

After all that has been analysed, it can be said that in INDUTEC INSTALACIONES Y ENERGIA SA and analysed the medians, we could speak of a negative wage gap, so an Action Plan for the reduction of possible wage gaps is as follows:

Action plan for the reduction of wage gaps.

The analysis of the average salaries of men and women indicates that in the society studied in this report there is no wage gap (difference equal to or greater than 25%), neither in terms of the actual amounts received nor in terms of the amounts equalized or analyzed.

Despite the fact that there is no wage gap in the total amount of effective or weighted remuneration between the general group of men and women, an action plan has been drawn up to reduce the wage differences that exist between men and women in each of the professional categories contained in the professional classification or in each of the assessment scales by the job evaluation system.

This action plan indicates different objectives. In particular, the objectives derived from the salary register and the remuneration audit report are the following:

- To prevent discrimination on the basis of sex in access to employment at INDUTEC INSTALACIONES Y ENERGIA SA
- Ensure equal treatment in working conditions and career opportunities at INDUTEC INSTALACIONES Y ENERGIA SA
- To include new measures that make it possible to reconcile the personal, work and family life of women and men, and to reduce the differences between the sexes, through the promotion of co-responsibility.
- To influence a remuneration system that does not generate discrimination between the sexes.



- Value feminized and masculinized positions without gender stereotypes.
- Implement positive actions that help reduce the pay gap between women and men

This salary audit and job evaluation has been carried out by the company ANISA LEGAL CONSULTING SL.

MEDIDAS	DEPARTAMENTO RESPONSABLE	RECURSOS	INDICADORES Y SEGUIMIENTO	PLAZO
7.1 Realización y seguimiento de informes salariales para detectar posibles brechas salariales.	RRHH	Tiempo del técnico de RRHH	Actualización y revisión anual del informe salarial. Auditoría salarial. Poner en relación con la valoración de puestos de igual valor.	Primer semestre del 2025.
7.2 Informar a la comisión de igualdad de las conclusiones extraídas de la auditoría retributiva.	RRHH	Tiempo del técnico de RRHH	Auditoría Retributiva.	Primer semestre del 2025.
7.3 Realizar un registro salarial anualmente.	RRHH	Tiempo del técnico de RRHH	Estudio retributivo anual	Primer semestre del 2025.
7.4 Se establecerá el criterio de análisis en la revisión de las brechas que superen el 10% entre mujeres y hombres. En caso de producirse, por motivo de sexo, se realizará un plan que contenga medidas correctoras, asignando el mismo nivel retributivo a funciones de igual valor.	RRHH	Tiempo del técnico de RRHH	Brechas salariales observadas Documento de medidas correctoras a negociar con la comisión de seguimiento	Primer semestre del 2025.
7.5 Garantizar la objetividad de todos los conceptos que se definen en la estructura salarial de la empresa, publicando los criterios de los complementos salariales variables	RRHH	Tiempo del técnico de RRHH	Análisis de los conceptos salariales.	Desde la entrada en vigor de la Ley de Igualdad.

#### Application schedule.

	Measurement	1 S 2024	2 S 2024	1 H 2025	2 E 2025	1 E 2026	2 S 2026	1 S 2027	2 S 2027	1 E 2028
7.1.1	Monitoring of annual remuneration									
7.1.2	Reporting to the Remuneration Audit Committee									
7.1.3	Annual remuneration record									
7.1.4	Analysis when the difference in wages is more than 10%									
7.1.5	Guarantee the objectivity of all remuneration concepts									

#### Prevention of sexual and gender-based harassment.

Annex I of this Equality Plan. As it does not previously exist, it is agreed during the Negotiation of this Plan.

#### Non-sexist communication and language.

In communication, we try not to be sexist in the different means of publication.

#### Gender violence.

A guide to the situation of gender violence.

#### Aspects to improve in general:

- Greater presence of women at management levels.
- Greater presence of women in technical positions.

- Improve wages to reduce the wage gap.
- Seek social benefits to promote personal conciliation.
- Trying to hire women in construction production (crane operator, site manager...),
- Promote training for women.

Positives:

- Greater promotion of women.
- Women are more stable in the workplace.
- Work-life balance, in certain positions.
- Flexibility in working hours, administration staff.
- Salaries above the Collective Agreement that applies to them.
- Access to the training they demand.

The remuneration register of GENERAL DE MAQUINARIA Y EXCAVACIÓN SL has been carried out following the guidelines indicated in the Technical Guide for the performance of remuneration audits referred to in the Third Additional Provision of RD 902/2020, of 13 October, on equal pay between women and men.

Period analyzed:

The period analysed in the remuneration register has been the full calendar year 2023.

Inclusion of average salary values, salary supplements and non-salary payments.

RD 902/2020, of 13 October, on equal pay between women and men in its article 5 describes the general rules on the remuneration register indicating the following:

"The remuneration register must include the average values of salaries, salary supplements and non-salary payments of the workforce disaggregated by sex and distributed in accordance with the provisions of article 28.3 of the Workers' Statute."

Inclusion of effective and equivalent amounts:

- Effective amounts: For the calculation, the effective amounts corresponding to the remuneration paid to each person and for each of their different contractual situations are considered.

It is considered that there are different contractual situations when there are changes in job, contractual modality, type of working day, remuneration, etc. and so on.

- Equated amounts: For this calculation, the amount resulting from equating the amount received to 100% of the annual working day by annualizing the effective salary data is considered.

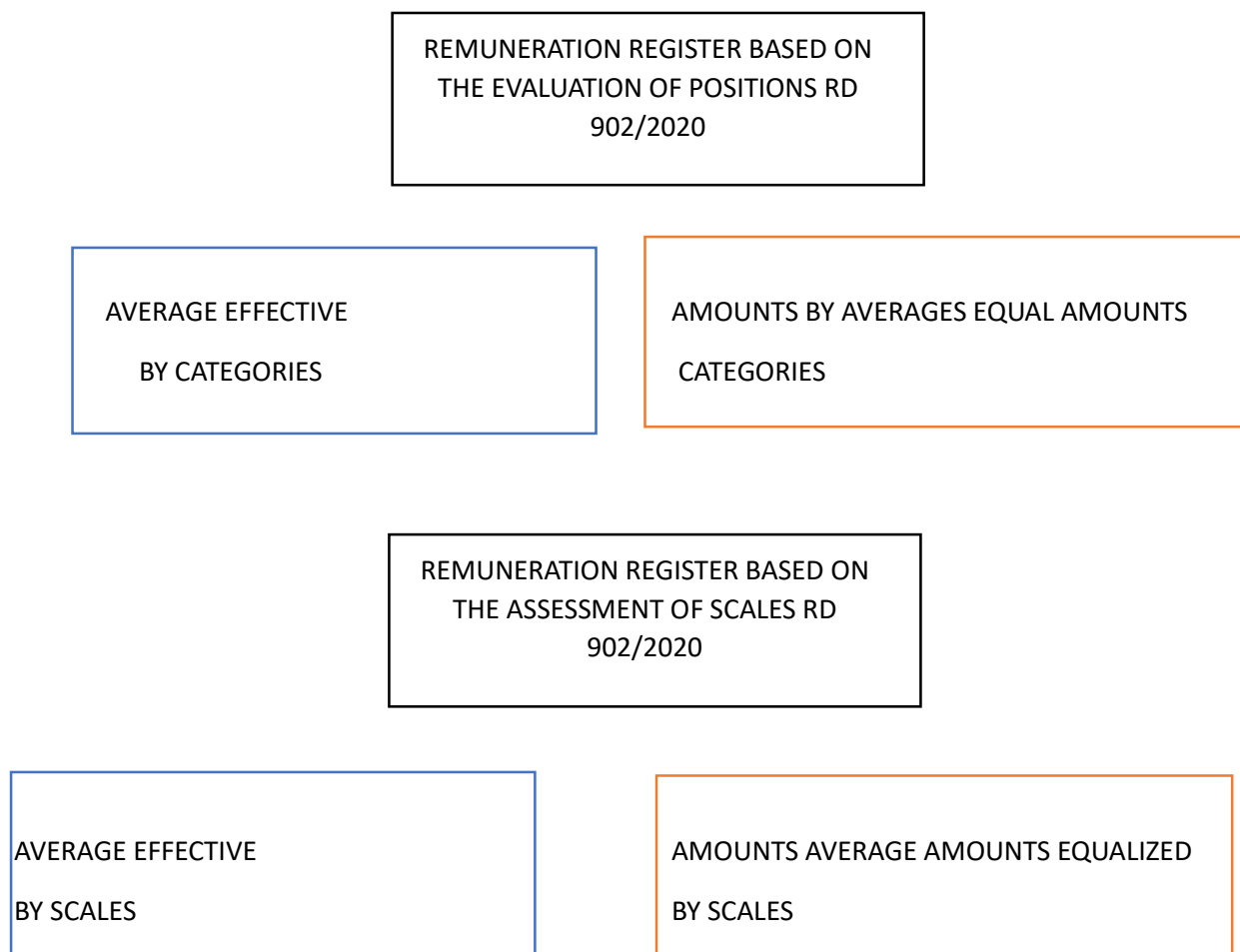
The use of effective amounts received for each of the different contractual situations in the year generates differences in the result since, if a person has remained only part of the year in the professional category being analysed, he or she will appear in the register with that amount received throughout the year.

These differences are corrected in the analysis of equated amounts, in which the amounts received are analysed.

- Obligation to register by professional categories or groups and by groups of positions of equal value.

Article 6.a) of RD 902/2020 states "The register must also reflect the arithmetic averages and medians of the groupings of jobs of equal value in the company, in accordance with the results of the job assessment described in articles 4 and 8.1. a) Even if they belong to different sections of the professional classification, broken down by sex and disaggregated in accordance with the provisions of the aforementioned article 5.2."

For this reason, this audit report presents 4 analyses that allow us to identify the salary differences between women and men, as well as the possible existence of unjustified salary gaps in some of the groupings of positions of equal value.



<b>1.1.a. IMPORTES EFECTIVOS Promedios</b>			<b>Razón Social: GENERAL DE MAQUINARIA Y EXCAVACION SL - NIF: B22352231</b>									
			<b>PERIODO DE REFERENCIA</b>									
			01-01-23	fecha inicio								
			31-12-23	fecha fin								

	Nº	Nº SC	SALARIO BASE Ef	Plus Con.	Plus Act.	Plus Asis.	Vac.	Reg.	Paga ver.	Paga Nav.	A ct. Conv.	Com. Vol. Absor.	Plus prod.	Grat.	Mejora vol.	Product .	Product .	Plus trans.	Tot COMP L.SAL	TOTAL SALAR IO Ef	Plus extr.	Plus ropa	Gstos/ oc.	Comp. I T	Tot Extras alarias	TOTAL Retrib Ef
TOTAL			-26%	100%	100%	-99%	3%	100%	55%	62%	-48%	18%	100%	100%	100%	100%	100%	-66%	29%	-2%	100%	100%	100%	100%	100%	-1%
Hombre	151	151	14.696	205	141	1.515	562	24	714	860	1.046	1.528	1.885	261	5	94	2.043	745	11.628	26.325	125	7	98	66	297	26.621
Mujer	5	5	18.524	0	0	3.020	545	0	324	324	1.549	1.252	0	0	0	0	0	1.237	8.251	26.775	0	0	0	0	0	26.775

	Nº	Nº SC	SALARIO BASE Ef	Plus Con.	Plus Act.	Plus Asis.	Vac.	Reg.	Paga ver.	Paga Nav.	A ct. Conv.	Com. Vol. Absor.	Plus prod.	Grat.	Mejora vol.	Product .	Product .	Plus trans.	Tot COMP L.SAL	TOTAL SALAR IO Ef	Plus extr.	Plus ropa	Gstos./ oc.	Comp./ T	Tot Extras alarial	TOTAL Retrib Ef	
IRUPO 01			100%			100%	100%		100%	100%	100%							100%	100%	100%						100%	
Hombre	1	1	6.818	0	0	1.067	332	0	498	498	520	0	0	0	0	0	0	438	3.353	10.171	0	0	0	0	0	0	10.171
Mujer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
IRUPO 02			100%	100%		100%	100%	100%	100%	100%	100%	100%	100%		100%		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
Hombre	14	14	13.930	242	0	1.893	460	188	861	902	952	309	2.465	0	50	0	4.493	780	13.596	27.525	11	10	401	173	595	28.121	
Mujer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
IRUPO 03																											
Hombre	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Mujer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
IRUPO 04			-21%	100%	100%	-117%	24%		51%	60%	-39%	-14%	100%	100%		100%	100%	-66%	30%	0%	100%	100%	100%	100%	100%	1%	
Hombre	114	114	14.449	242	187	1.366	580	0	818	1.005	1.032	256	1.813	33	0	7	2.146	732	10.215	24.663	157	9	54	10	230	24.893	
Mujer	4	4	17.467	0	0	2.961	442	0	405	405	1.432	292	0	0	0	0	0	1.212	7.147	24.615	0	0	0	0	0	24.615	
IRUPO 05			100%			100%	100%	100%	100%	100%	100%	100%	100%	100%			100%	100%	100%	100%						100%	100%
Hombre	8	8	15.545	0	0	2.415	573	51	20	20	1.387	10.746	1.796	750	0	130	994	18.881	34.425	0	0	0	0	379	189	568	34.993
Mujer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
IRUPO 06			100%			100%	100%	100%	100%	100%	100%	100%	100%	100%				100%	100%	100%						100%	100%
Hombre	5	5	14.914	0	0	1.998	351	68	390	390	1.141	5.622	4.896	1.200	0	0	0	821	16.876	31.791	0	0	0	0	964	32.754	
Mujer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
IRUPO 07			-11%			-52%	-40%	100%			-61%	-5%	100%			100%	100%	-93%	-17%	-13%	100%					100%	-13%
Hombre	6	6	20.542	0	0	2.138	688	48	0	0	1.257	4.855	762	0	0	348	1	693	10.790	31.332	146	0	0	0	146	31.478	
Mujer	1	1	22.751	0	0	3.257	960	0	0	0	2.018	5.091	0	0	0	0	1.338	12.665	35.416	0	0	0	0	0	0	35.416	
IRUPO 08			100%			100%	100%				100%	100%		100%		100%		100%	100%	100%						100%	100%
Hombre	3	3	15.994	0	0	1.127	520	0	0	0	720	17.984	0	7.893	0	3.783	0	490	32.517	48.510	0	0	0	0	0	0	48.510
Mujer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

<b>1.2.a. IMPORTES EFECTIVOS Medianas</b>			<b>Razón Social: GENERAL DE MAQUINARIA Y EXCAVACION SL - NIF: B22352231</b>									
			<b>PERIODO DE REFERENCIA</b>									
			01-01-23	fecha inicio								
			31-12-23	fecha fin								

Nº	Nº SC	SALARIO BASE Ef	Plus Con.	Plus Act.	Plus Asis.	Vac.	Reg.	Paga ver.	Paga Nav.	A ct. Conv.	Com. Vol. Absor.	Plus prod.	Grat.	Mejora vol.	Product .	Product .	Plus trans.	Tot COMP L.SAL	TOTAL SALAR IO Ef	Plus extr.	Plus ropa	Gstos./ Loc.	Comp. IT	Tot Extras alarial	TOTAL Retrib Ef
TOTAL		-7%			-187%	-45%		100%		-79%							-84%	27%	4%						6%
Hombre	151	17.575	0	0	1.137	455	0	0	861	1.031	0	0	0	0	0	0	725	9.785	26.676	0	0	0	0	0	27.180
Mujer	5	18.867	0	0	3.257	661	0	0	0	1.843	0	0	0	0	0	0	1.338	7.136	25.510	0	0	0	0	0	25.510

	N°	N° SC	SALARIO BASE EF	Plus Con.	Plus Act.	Plus Asis.	Vac.	Reg.	Paga ver.	Paga Nav.	Act. Conv.	Com. Vol. Absor.	Plus prod.	Grat.	Mejora vol.	Product.	Product.	Plus trans.	Tot COMPL. SAL EF	TOTAL SALARIO EF	Plus extr.	Plus ropa	Gstos. Loc.	Comp. IT	Tot Extras alerial	TOTAL Retrib. EF
GRUPO 01			100%			100%	100%		100%	100%	100%							100%	100%	100%						100%
Hombre	1	1	6.818	0	0	1.067	332	0	498	498	520	0	0	0	0	0	0	438	3.353	10.171	0	0	0	0	0	10.171
Mujer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GRUPO 02			100%			100%	100%		100%	100%	100%		100%					100%	100%	100%						100%
Hombre	14	14	16.962	0	0	2.273	163	0	828	1.173	1.094	0	1.146	0	0	0	0	931	11.557	28.845	0	0	0	0	0	30.559
Mujer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GRUPO 03																										
Hombre	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mujer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GRUPO 04			-10%			-250%	-2%		100%	100%	-64%							-106%	24%	2%						3%
Hombre	114	114	16.552	0	0	889	482	0	328	1.401	908	0	0	0	0	0	0	618	9.076	25.462	0	0	0	0	0	25.856
Mujer	4	4	18.145	0	0	3.108	492	0	0	0	1.490	0	0	0	0	0	0	1.273	6.889	25.034	0	0	0	0	0	25.034
GRUPO 05			100%			100%	100%				100%	100%						100%	100%	100%						100%
Hombre	8	8	19.851	0	0	3.051	569	0	0	0	1.740	12.805	0	0	0	0	0	1.261	19.879	39.731	0	0	0	0	0	39.731
Mujer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GRUPO 06			100%			100%	100%				100%							100%	100%	100%						100%
Hombre	5	5	20.337	0	0	3.295	455	0	0	0	1.819	0	0	0	0	0	0	1.353	11.271	31.608	0	0	0	0	0	31.608
Mujer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GRUPO 07			-5%			-13%	-8%				-23%	-74%						-83%	-15%	-18%						-16%
Hombre	6	6	21.749	0	0	2.894	892	0	0	0	1.540	2.931	0	0	0	0	0	731	11.022	30.052	0	0	0	0	0	30.454
Mujer	1	1	22.751	0	0	3.257	960	0	0	0	2.018	5.091	0	0	0	0	0	1.338	12.665	35.416	0	0	0	0	0	35.416
GRUPO 08			100%			100%	100%				100%	100%						100%	100%	100%						100%
Hombre	3	3	16.047	0	0	195	599	0	0	0	188	2.705	0	0	0	0	0	148	11.743	27.790	0	0	0	0	0	27.790
Mujer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Professional classification, remuneration and remuneration audit.

The company has carried out the evaluation of jobs according to the tool of the Ministry of Equality. It has also carried out the remuneration register in accordance with the tool of the Ministry of Equality (arithmetic average of the total effective salary, salary supplements, as well as the median average by professional groups, average equated amounts, as well as the average of equated medians).

There are 17 jobs in the company and they are as follows:

- MANAGER
- COUNTRY DIRECTOR
- PRODUCTION MANAGER
- HEAD OF ADMINISTRATION
- GROUP LEADER
- SITE MANAGER
- MANAGER
- FOREMAN
- STUDIES TECHNICIAN
- GIS TECHNICIAN
- ADMINISTRATIVE
- SURVEYOR
- LOGISTICS TECHNICIAN
- MACHINIST
- MECHANIC
- DRILLER
- CLEANING

The staff is in the Professional Group that corresponds to them according to the current Collective Agreement; GROUP 01, GROUP 02, GROUP 04, GROUP 05, GROUP 06, GROUP 07, GROUP 08.

As we can see, there is no wage gap in terms of the average effective amounts by sex, since there is a difference of -1%, which means that in the overall average of the entire workforce, women have a salary 1% higher than that of men.

If we continue to analyse the average of the effective amounts by GROUPS, we observe the following:

GROUP 04: This group is the one with the highest accumulation of staff since it is made up of 114 men and 4 women, integrating the following jobs: MACHINISTS, DRILLERS, LOGISTICS TECHNICIAN, FOREMAN, MANAGER, MECHANIC, GIS TECHNICIAN, ADMINISTRATIVE.

In this group, the effective remuneration is 1% positive, i.e. the average total effective remuneration is 1% higher for men to the detriment of women. This percentage is a far cry from the 25% set out in article 28.3 of the Statute of Workers to speak of a wage gap between the sexes.

- Plus Agreement
- Activity Plus
- Plus Assistance
- Vacation
- Regularisation
- Pay summer
- Pay Christmas
- On account of the agreement
- Absorbable volume complement
- Production Plus
- Gratification
- Voluntary improvement
- Productivity
- Transport Plus

Although there is no gap in the effective average salary, the different salary and non-salary supplements that are greater than 25% should be analysed to see the percentage differences that exist between the two sexes.

Salary supplements:

1. PLUS AGREEMENT: Extra amount that the employee receives per hour or day worked. Its amount is fixed and can be added to other supplements that the worker is entitled to receive. In this GROUP there is a difference of 100% in favor of men since only they receive it, this is because the women who are within this GROUP belong to the category of administration so this Plus is not

contemplated as they do not work extra hours or days, as is the case with the rest of the categories that make up the GROUP.

2. **PLUS ACTIVITY:** Salary supplement set according to circumstances related to the work performed, functional versatility, quality and quantity of work. In this supplement there is a 100% difference in favor of men since only men receive it.
3. **ATTENDANCE BONUS:** This bonus refers to each effective day of work and corresponding full day according to the provisions of the Agreement. In this supplement/plus there is a difference of -117% which means that in this case this plus is much higher for women than for men, something that is determined by the large number of men that make up the GROUP, which makes the average lower.
4. **VACATIONS:** Fixed amount established in the Collective Agreement. In this case the difference is 24% in favor of men.
5. **SUMMER PAY:** Salary supplement that has a maturity of more than one month. Its amount is calculated based on the amount reflected in the Agreement plus the seniority that corresponds to be applied. In this case there is a difference of 51% in favour of men, this difference may be marked by seniority or by the amounts set out in the Agreement for the different categories that make up the GROUP.
6. **CHRISTMAS PAY:** Salary supplement that has a maturity of more than one month. Its amount is calculated based on the amount reflected in the Agreement plus the seniority that corresponds to be applied. In this case there is a difference of 51% in favour of men, this difference may be marked by seniority or by the amounts set out in the Agreement for the different categories that make up the GROUP.
7. **ON ACCOUNT OF THE AGREEMENT:** With this supplement, the salary increase planned for workers is brought forward. In this case, the difference is -39%, which means that women have received a higher percentage for this concept.
8. **PRODUCTION BONUS:** Salary supplement that is set according to the results of the work or having achieved the planned objectives. In this case, the difference is 100% in favor of men, which means that only they receive it as it is a complement that is granted in piecework or per unit of work.
9. **BONUS:** Salary supplement with a periodic maturity of more than one month that is paid twice a year, calculated in accordance with the Agreement plus the seniority that corresponds to be applied. In this case the difference is 100% in favor of men since it has only been received by them.
10. **PRODUCTIVITY:** Salary supplement that is set according to the results of the work or for having achieved certain objectives. In this case, the difference is 100% in favor of men, which means that only they receive it as it is a complement that is granted in piecework or per unit of work.

11. TRANSPORT BONUS: Salary supplement paid to supplement and compensate for travel expenses from home to work and vice versa. In this case the difference is -66%, so women receive them to a greater extent.

Non-salary supplements:

1. EXTRA-SALARY BONUS: It is granted to compensate for expenses that the employee incurs for going to work, which they would not have if they were not working.
2. CLOTHING BONUS: It is granted to compensate the expense assumed by the worker for the care and maintenance of work clothes.
3. LOCOMOTION EXPENSES: Economic amount with which the company compensates the worker for travel expenses that occur outside the post or workplace.

In the case of GROUP 04, the non-salary supplements have been received only by men due to the professional categories that make up said GROUP.

GROUP 07: This group is made up of 6 men and 1 woman. In this GROUP, the effective remuneration is 13% negative, that is, the average total effective remuneration is 13% higher in the case of women compared to men.

Although there is no gap in the effective average salary, the different salary and non-salary supplements that are greater than 25% should be analyzed to see the percentage differences that exist between the two sexes.

Salary supplements:

1. ATTENDANCE BONUS: This bonus refers to each effective day of work and corresponding full day according to the provisions of the Agreement. In this supplement/plus there is a difference of -52%, which means that in this case this plus is much higher for women than for men.
2. VACATIONS: Fixed amount established in the Collective Agreement. In this case the difference is -40% in favor of women.
3. ON ACCOUNT OF THE AGREEMENT: With this supplement, the salary increase planned for workers is brought forward. In this case, the difference is -61%, which means that women have received a higher percentage for this concept.
4. PRODUCTION BONUS: Salary supplement that is set according to the results of the work or having achieved the planned objectives. In this case, the difference is 100% in favor of men,



which means that only they receive it as it is a complement that is granted in piecework or per unit of work.

5. **PRODUCTIVITY:** Salary supplement that is set according to the results of the work or for having achieved certain objectives. In this case, the difference is 100% in favor of men, which means that only they receive it as it is a complement that is granted in piecework or per unit of work.
6. **TRANSPORT BONUS:** Salary supplement paid to supplement and compensate for travel expenses from home to work and vice versa. In this case the difference is -93%, so women receive them to a greater extent.

#### Non-salary supplements:

1. **EXTRA-SALARY BONUS:** It is granted to compensate for expenses that the employee incurs for going to work, which they would not have if they were not working. In this case the difference is 100% in favor of men.

If we look at the median of the effective amounts received by the workforce as a whole, we see that the difference between the two sexes is 6% in favour of men, so there is no wage gap.

**GROUP 04:** This group is the one with the highest accumulation of staff since it is made up of 114 men and 4 women. In this GROUP, the total effective remuneration is 3% in favour of men. But, although there is no wage gap, we will analyse the different salary and non-salary supplements received by men and women in the GROUPS that are made up of both sexes.

1. **ATTENDANCE BONUS:** This bonus refers to the effective day of work and the corresponding full day according to the provisions of the Agreement. In this case the difference is -250% in favor of women.
2. **SUMMER PAY:** Salary supplement that has a maturity of more than one month. Its amount is calculated based on the amount reflected in the salary table annexed to the Agreement plus the seniority that corresponds to be applied. In this case the difference is 100%, which means that it has only been received by men.
3. **CHRISTMAS PAY:** Salary supplement that has a maturity of more than one month. Its amount is calculated based on the amount reflected in the salary table annexed to the Agreement plus the seniority that corresponds to be applied. In this case the difference is 100%, which means that it has only been received by men.

4. ON ACCOUNT OF THE AGREEMENT: With this supplement, the planned salary increase is brought forward. In this case the difference is -64% in favor of women.
5. TRANSPORT BONUS: Salary supplement paid to supplement and compensate for travel expenses from home to work and vice versa. In this case the difference is -106%, so women receive them to a greater extent.

GROUP 07: This group is made up of 6 men and 1 woman. In this GROUP, the effective remuneration is 16% negative, that is, the average total effective remuneration is 16% higher in the case of women compared to men.

Although there is no gap in the effective average salary, the different salary and non-salary supplements that are greater than 25% should be analysed to see the percentage differences that exist between the two sexes.

1. PRODUCTION BONUS: Salary supplement that is set according to the results of the work or having achieved the planned objectives. In this case the difference is -74% in favor of women.
2. TRANSPORT BONUS: Salary supplement paid to supplement and compensate for travel expenses from home to work and vice versa. In this case the difference is -83%, so women receive them to a greater extent.

If we analyse the average of the equalised amounts, we can see that the total equal remuneration of the workforce as a whole is 15% in favour of men, so there would not be a wage gap between the two sexes.

If we continue to analyze the two GROUPS that are formed by both sexes, we observe the following:

GROUP 04: In this group, the total equal remuneration is 15% in favour of men and although the percentage of 25% is not reached to talk about the wage gap in this group, we must analyse the salary supplements that are above that 25%.

1. PLUS AGREEMENT: Extra amount that the employee receives per hour or day worked, its amount is fixed and can be added to other supplements that the worker is entitled to receive. In this case the difference is 100% in favor of men.
2. PLUS ACTIVITY: Salary supplement set according to the circumstances related to the work performed, functional versatility, quality and quantity of work. In this case the difference is 100% in favor of men.

3. ATTENDANCE BONUS: This bonus refers to the effective day of work and the corresponding full day according to the provisions of the Agreement. In this case the difference is -68% in favor of women.
4. VACATIONS: It consists of a fixed amount established in the Agreement. In this case, the average difference is 34% in favor of men.
5. SUMMER PAY: Salary supplement that has a maturity of more than one month. Its amount is calculated based on the amount reflected in the salary table annexed to the Agreement plus the seniority that corresponds to be applied. In this case, the average difference is 54% in favor of men.
6. CHRISTMAS PAY: Salary supplement that has a maturity of more than one month. Its amount is calculated based on the amount reflected in the salary table annexed to the Agreement plus the seniority that corresponds to be applied. In this case, the average difference is 71% in favor of men.
7. PRODUCTION BONUS: Salary supplement that is set according to the results of the work or having achieved the planned objectives. In this case, the average difference is 100% in favor of men.
8. BONUS: Salary supplement with a periodic maturity of more than one month that is paid twice a year and is calculated in accordance with the Agreement plus the seniority that corresponds to be applied. In this case, the average difference is 100% in favor of men.
9. PRODUCTIVITY: Salary supplement that is set according to the results of the work or for having achieved certain objectives. In this case, the difference is 100% in favor of men, which means that only they receive it as it is a complement that is granted in piecework or per unit of work.
10. TRANSPORT BONUS: Salary supplement paid to supplement and compensate for travel expenses from home to work and vice versa. In this case the difference is -49%, so women receive them to a greater extent.

#### Non-salary supplements:

1. EXTRA-SALARY BONUS: It is granted to compensate for expenses that the employee incurs for going to work, which they would not have if they were not working.
2. CLOTHING BONUS: It is granted to compensate the expense assumed by the worker for the care and maintenance of work clothes.
3. LOCOMOTION EXPENSES: Economic amount with which the company compensates the worker for travel expenses that occur outside the post or workplace.

In the case of GROUP 04, the non-salary supplements have been received only by men due to the professional categories that make up said GROUP.

GROUP 07: This group is made up of 6 men and 1 woman. In this GROUP, the effective remuneration is negative 3%, that is, the average total effective remuneration is 3% higher in the case of women compared to men.

Although there is no gap in the effective average salary, the different salary and non-salary supplements that are greater than 25% should be analyzed to see the percentage differences that exist between the two sexes.

#### Salary supplements:

1. ATTENDANCE BONUS: This bonus refers to each effective day of work and corresponding full day according to the provisions of the Agreement. In this supplement/plus there is a difference of -32%, which means that in this case this plus is much higher for women than for men.
2. VACATIONS: Fixed amount established in the Collective Agreement. In this case the difference is -40% in favor of women.
3. ON ACCOUNT OF THE AGREEMENT: With this supplement, the salary increase planned for workers is brought forward. In this case, the difference is -41%, which means that women have received a higher percentage for this concept.
4. PRODUCTION BONUS: Salary supplement that is set according to the results of the work or having achieved the planned objectives. In this case, the difference is 100% in favor of men, which means that only they receive it as it is a complement that is granted in piecework or per unit of work.
5. PRODUCTIVITY: Salary supplement that is set according to the results of the work or for having achieved certain objectives. In this case, the difference is 100% in favor of men, which means that only they receive it as it is a complement that is granted in piecework or per unit of work.
6. TRANSPORT BONUS: Salary supplement paid to supplement and compensate for travel expenses from home to work and vice versa. In this case the difference is -93%, so women receive them to a greater extent.

#### Non-salary supplements:

2. EXTRA-SALARY BONUS: It is granted to compensate for expenses that the employee incurs for going to work, which they would not have if they were not working. In this case the difference is 100% in favor of men.

If we now analyse the median of the equalised amounts, we can see that in this case the total equal remuneration of the entire workforce is 25% higher in the case of men than in the case of women, so in this case we would be at the ceiling set by the Workers' Statute in its article 28.3.

If we continue to analyze the two GROUPS that are formed by both sexes, we observe the following:

GROUP 04: In this group, the total equal remuneration is 24% in favour of men and although the percentage of 25% is not reached to talk about the wage gap in this group, we must analyse the salary supplements that are above that 25%.

1. ATTENDANCE BONUS: This bonus refers to the effective day of work and the corresponding full day according to the provisions of the Agreement. In this case the difference is -124% in favor of women.
2. SUMMER PAY: Salary supplement that has a maturity of more than one month. Its amount is calculated based on the amount reflected in the salary table annexed to the Agreement plus the seniority that corresponds to be applied. In this case the difference is 100%, which means that it has only been received by men.
3. CHRISTMAS PAY: Salary supplement that has a maturity of more than one month. Its amount is calculated based on the amount reflected in the salary table annexed to the Agreement plus the seniority that corresponds to be applied. In this case the difference is 100%, which means that it has only been received by men.
4. TRANSPORT BONUS: Salary supplement paid to supplement and compensate for travel expenses from home to work and vice versa. In this case the difference is -58%, so women receive them to a greater extent.

GROUP 07: This group is made up of 6 men and 1 woman. In this GROUP, the effective remuneration is 3%, that is, the average total effective remuneration is 3% higher in the case of men with respect to the only woman who is part of the GROUP.

Although there is no gap in the effective average salary, the different salary and non-salary supplements that are greater than 25% should be analysed to see the percentage differences that exist between the two sexes.

1. ABSORBABLE VOLUME SUPPLEMENT: In this case the difference is -74% in favor of women.
2. TRANSPORT BONUS: Salary supplement paid to supplement and compensate for travel expenses from home to work and vice versa. In this case the difference is -83%, so women receive them to a greater extent.

After analysing the groups and their possible salary differences, we will do the same with the different SCALES.

<b>1.1.b. IMPORTES EFECTIVOS Promedios</b>		<b>Razón Social: GENERAL DE MAQUINARIA Y EXCAVACION SL - NIF: B22352231</b> <b>PERIODO DE REFERENCIA</b> 01-01-23 fecha inicio 31-12-23 fecha fin													
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Nº	Nº SC	SALARIO BASE Ef	Plus Con.	Plus Act.	Plus Asis.	Vac.	Reg.	Paga ver.	Paga Nav.	A ct Conv.	Com. Vol. Absor.	Plus prod.	Grat.	Mejora vol.	Product .	Product .	Plus Trans.	Tot COMPL. SALEf	TOTAL SALARIO O Ef	Plus extr.	Plus ropa	Gstos. Loc.	Comp.IT	Tot Extras alarial	TOTAL Retrib Ef	
TOTAL		-26%	100%	100%	-99%	3%	100%	55%	62%	-48%	18%	100%	100%	100%	100%	100%	-66%	29%	-2%	100%	100%	100%	100%	100%	-1%	
Hombre	151	151	14.696	205	141	1.515	562	24	714	860	1.046	1.528	1.885	261	5	94	2.043	745	11.628	26.325	125	7	98	66	297	26.621
Mujer	5	5	18.524	0	0	3.020	545	0	324	324	1.549	1.252	0	0	0	0	1.237	8.251	26.775	0	0	0	0	0	0	26.775

	Nº	Nº SC	SALARIO BASE Ef	Plus Con.	Plus Act.	Plus Asis.	Vac.	Reg.	Paga ver.	Paga Nav.	A ct Conv.	Com. Vol. Absor.	Plus prod.	Grat	Mejora vol.	Product .	Product .	Plus Trans.	Tot COMPL SALEf	TOTAL SALARIO O Ef	Plus extr.	Plus ropa	Gstos. Loc.	Comp.IT	Tot Extras alarial	TOTAL Retrib Ef	
ESCALA 01			100%			100%	100%		100%	100%	100%							100%	100%	100%						100%	
Hombre	1	1	6.818	0	0	1.067	332	0	498	498	520	0	0	0	0	0	0	438	3.353	10.171	0	0	0	0	0	10.171	
Mujer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
ESCALA 02			100%	100%	100%	100%			100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
Hombre	110	110	14.449	251	193	1.350	587	0	847	1.041	1.031	260	1.810	34	0	7	2.207	732	10.350	24.800	163	9	56	11	238	25.038	
Mujer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
ESCALA 03			-39%	100%		-83%	100%	100%	100%	100%	-84%	100%	100%	100%	100%	100%		-82%	52%	7%	100%	100%	100%	100%	100%	100%	8%
Hombre	25	25	13.615	135	0	1.861	437	122	489	512	1.002	3.625	1.955	240	28	0	2.632	767	13.806	27.420	6	6	121	157	290	27.711	
Mujer	1	1	18.867	0	0	3.406	0	0	0	0	1.843	0	0	0	0	0	0	1.395	6.643	25.510	0	0	0	0	0	25.510	
ESCALA 04			17%			-16%	16%	100%			8%	89%	100%			100%	100%	-34%	33%	22%	100%				100%	23%	
Hombre	8	8	20.438	0	0	2.426	701	36	0	0	1.402	3.641	1.512	0	0	261	1	857	10.838	31.277	110	0	0	0	110	31.386	
Mujer	3	3	17.001	0	0	2.812	589	0	539	539	1.294	390	0	0	0	0	0	1.152	7.316	24.316	0	0	0	0	0	24.316	
ESCALA 05			-50%			-48%	-119%	100%			-68%	46%			100%			-48%	22%	-12%			100%	100%	100%	-1%	
Hombre	3	3	15.153	0	0	2.207	439	113	0	0	1.203	9.471	0	2.000	0	0	0	906	16.339	31.493	0	0	1.874	1.606	3.480	34.972	
Mujer	1	1	22.751	0	0	3.257	960	0	0	0	2.018	5.091	0	0	0	0	0	1.338	12.665	35.416	0	0	0	0	0	35.416	
ESCALA 06																											
Hombre	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Mujer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
ESCALA 07			100%			100%	100%		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%					100%	
Hombre	4	4	18.390	0	0	1.681	520	0	488	488	1.025	13.488	6.120	5.920	0	2.837	0	711	33.277	51.667	0	0	0	0	0	51.667	
Mujer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

<b>1.2.b. IMPORTES EFFECTIVOS Medianas</b>			<b>Razón Social: GENERAL DE MAQUINARIA Y EXCAVACION SL - NIF: B22352231</b>															
			<b>PERIODO DE REFERENCIA</b>															
			01-01-23 fecha inicio															
			31-12-23 fecha fin															

Nº	Nº SC	SALARIO BASE Ef	Plus Con.	Plus Act.	Plus Asis.	Vac.	Reg.	Paga ver.	Paga Nav.	A ct. Conv.	Com. Vol. Absor.	Plus prod.	Grat.	Mejora vol.	Product. Product.	Plus Trans.	Tot COMPL SAL Ef	TOTAL SALARIO O Ef	Plus extr.	Plus ropa	Gstos. Loc.	Comp. IT	Tot Extras alarial	TOTAL Retrib Ef
TOTAL		-7%			-187%	-45%			100%	-79%						-84%	27%	4%						6%
Hombre	151	151	17.575	0	0	1.137	455	0	0	861	1.031	0	0	0	0	0	9.785	26.676	0	0	0	0	0	27180
Mujer	5	5	18.867	0	0	3.257	661	0	0	0	1.843	0	0	0	0	1.338	7.136	25.510	0	0	0	0	0	25510

	Nº	Nº SC	SALARIO BASE Ef	Plus Con.	Plus Act.	Plus Asis.	Vac.	Reg.	Paga ver.	Paga Nav.	A ct. Conv.	Com. Vol. Absor.	Plus prod.	Grat.	Mejora vol.	Product.	Product.	Plus Trans.	Tot COMPL. SAL Ef	TOTAL SALARIO O Ef	Plus extr.	Plus ropa	Gstos. Loc.	Comp. IT	Tot Extras alarial	TOTAL Retrib Ef
ESCALA 01			100%			100%	100%		100%	100%	100%							100%	100%	100%						100%
Hombre	1	1	6.818	0	0	1.067	332	0	498	498	520	0	0	0	0	0	0	438	3.353	10.171	0	0	0	0	0	10.171
Mujer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ESCALA 02			100%			100%	100%		100%	100%	100%							100%	100%	100%						100%
Hombre	110	110	16.552	0	0	889	486	0	581	1.487	908	0	0	0	0	0	0	618	9.177	25.462	0	0	0	0	0	25.856
Mujer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ESCALA 03			-18%			-54%	100%				-79%							-54%	43%	9%						16%
Hombre	25	25	15.940	0	0	2.215	157	0	0	0	1.031	0	0	0	0	0	0	907	11.647	28.050	0	0	0	0	0	30.538
Mujer	1	1	18.867	0	0	3.406	0	0	0	0	1.843	0	0	0	0	0	0	1.395	6.643	25.510	0	0	0	0	0	25.510
ESCALA 04			17%			10%	26%				32%							10%	35%	21%						21%
Hombre	8	8	20.997	0	0	3.169	892	0	0	0	1.663	0	0	0	0	0	0	1.302	11.022	31.111	0	0	0	0	0	31.111
Mujer	3	3	17.423	0	0	2.854	661	0	0	0	1.137	0	0	0	0	0	0	1.169	7.136	24.559	0	0	0	0	0	24.559
ESCALA 05			-22%			0%	-111%				-21%	-18%						0%	-10%	-18%					100%	1%
Hombre	3	3	18.636	0	0	3.267	455	0	0	0	1.667	4.328	0	0	0	0	0	1.342	11.466	30.103	0	0	0	0	4.818	35.724
Mujer	1	1	22.751	0	0	3.257	960	0	0	0	2.018	5.091	0	0	0	0	0	1.338	12.665	35.416	0	0	0	0	0	35.416
ESCALA 06																										
Hombre	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mujer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ESCALA 07			100%			100%	100%				100%	100%						100%	100%	100%						100%
Hombre	4	4	19.778	0	0	1.610	560	0	0	0	1.037	1.353	0	0	0	0	0	695	23.651	44.464	0	0	0	0	0	44.464
Mujer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

As we can see, the company GENERAL DE MAQUINARIA Y EXCAVACIÓN SL has 6 job scales according to the job evaluation tool of the Ministry of Equality, these scales are classified as follows according to the score obtained with the Ministry's tool.

SCALE 01: CLEANING

SCALE 02: ENGINEER

DRILLER

LOGISTICS TECHNICIAN

SCALE 03: MANAGER

MECHANIC

GIS TECHNICIAN

SURVEYOR

SCALE 04: ADMINISTRATIVE

FOREMAN

SITE MANAGER

SCALE 05: PRODUCTION DIRECTOR

RESPONSIBLE ADMINISTRATION

TECHNICAL STUDIES

SCALE 07: COUNTRY DIRECTOR

GROUP LEADER

MANAGER

If we analyse the average of the effective amounts according to the job valuation, we observe that the total effective remuneration of the entire workforce of GENERAL DE MAQUINARIA Y EXCAVACIÓN SL is negative 1%, which means that the average effective remuneration of women is 1% higher than that of men of GENERAL DE MAQUINARIA Y EXCAVACIÓN SL.

Although there is no wage gap, we will analyse each of the SCALES that are made up of women and men and within these SCALES regardless of whether or not there is a wage gap, we will analyse the salary and non-salary supplements that are greater than 25% to justify this difference.

SCALE 03: This scale is made up of 25 men and 1 woman. On this scale, the total average effective remuneration is 8% in favour of men, a difference that is far from the 25% set by the regulations. Even if there is no such gap, we will analyse the different supplements that are above that 25%.

Salary supplements:

1. PLUS AGREEMENT: Extra amount that the employee receives per hour or day worked. Its amount is fixed and can be added to other supplements that the worker is entitled to receive. In this case the difference is 100% in favor of men since only they receive it.
2. ATTENDANCE BONUS: A bonus that is paid per effective day of work and for the corresponding full day according to the provisions of the Agreement. In this case the difference is 83% negative, which means that this supplement is more beneficial for the woman who makes up this SCALE.
3. VACATIONS: It consists of a fixed amount established in the Agreement. In this case the difference is 100% since it has only been perceived by the male sector.



4. **REGULARIZATION:** It consists of a salary adjustment. In this case, it has only occurred in the men's sector.
5. **SUMMER AND CHRISTMAS PAY:** Salary supplement that has a maturity of more than one month. Its amount is calculated based on the amount reflected in the salary table annexed to the Agreement plus the seniority that corresponds to be applied. In these cases, it has only been perceived by the male sector.
6. **BONUS:** Salary supplement with a periodic maturity of more than one month that is paid once a year, calculated in accordance with the Agreement plus the seniority that corresponds to be applied. A complement that has only been received by men.
7. **ON ACCOUNT OF THE AGREEMENT:** With this supplement, the planned salary increase is brought forward. In this case, the difference is 84% negative, so the only woman who makes up the ESCALA has received a higher percentage.
8. **ABSORBABLE VOLUME SUPPLEMENT:** Salary bonus. Here it has only occurred in the case of men.
9. **PRODUCTION BONUS:** Salary supplement that is set according to the results of the work or for having achieved the planned objectives. In this SCALE only men receive it.
10. **PRODUCTIVITY:** Salary supplement that is set according to the results of the work or for having achieved certain objectives. In this SCALE only men receive it.
11. **TRANSPORT BONUS:** Economic supplement paid to go to work, aimed at compensating and supplying the worker's travel expenses from home to work and vice versa. In this case there is a difference of 82% in negative, which means that the only woman who is part of the SCALE receives it to a greater extent.

Non-salary supplements:

1. **EXTRA-SALARY BONUS:** It is granted to compensate for expenses that the employee incurs for going to work, which they would not have if they were not working.
2. **CLOTHING BONUS:** It is granted to compensate the expense assumed by the worker for the care and maintenance of work clothes.
3. **LOCOMOTION EXPENSES:** Economic amount with which the company compensates the worker for travel expenses that occur outside the post or workplace.
4. **IT SUPPLEMENT:** Amount received by a worker when temporarily disabled due to illness or injury.

These supplements have been received exclusively by the men who make up the SCALE.

SCALE 04: It is made up of 8 men and 3 women. On this scale, the total average effective remuneration is 23% in favour of men. Even if there is no such gap, we will analyse the different supplements that are above that 25%.

1. **REGULARIZATION:** Readjustment of wages, which in this case has only occurred in the male sector, so the difference is 100%.
2. **VOLUNTARY ABSORBABLE SUPPLEMENT:** Salary bonus for workers. Here there is a difference of 89% in favor of men, so they benefit in a greater percentage from this supplement. This supplement is due to an agreement between the company and the workers that allows a reduction in the social contributions that must be paid by the company, which allows employees to obtain an economic benefit. So in this case there have been more men than women who have opted for this supplement.
3. **PRODUCTION AND PRODUCTIVITY BONUS:** Salary supplement that is set according to the results of the work or for having achieved the planned objectives. These allowances are received only by men, due to the professional categories that encompass this SCALE.
4. **TRANSPORT BONUS:** Economic supplement that is paid to go to work and is aimed at compensating and supplementing the worker's travel expenses from home to the company and vice versa. In this case the difference is 34% negative, which indicates that in this case the women who make up the ESCALA benefit more.

Non-salary supplements:

1. **EXTRA-SALARY BONUS:** It is granted to compensate for expenses that the employee incurs for going to work and that they would not have if they did not work. This supplement has only been received by men.

SCALE 05: This scale is made up of 3 men and 1 woman. In this SCALE, the total average of the effective remuneration is 1% negative, so there is no salary gap, although we will analyse the different supplements that may be above that 25% and must be justified.

1. **ATTENDANCE BONUS:** This bonus refers to the effective day of work and the corresponding full day according to the provisions of the Agreement. In this case there is a difference of -48%, which means that women receive a higher percentage of this supplement.
2. **VACATIONS:** It consists of a fixed amount established in the Agreement. In this case there is a difference of -119%, which means that women receive a higher percentage of this supplement.

- 3.
4. ON ACCOUNT OF THE AGREEMENT: With this supplement, the planned salary increase is brought forward. In this case, the difference is -68%, which implies that the greatest beneficiaries have been women on this SCALE.
5. VOLUNTARY ABSORBABLE SUPPLEMENT: Salary bonus for workers. In this case the difference is 46% in favor of men. This supplement is due to an agreement between the company and the workers that allows a reduction in the social contributions that must be paid by the company, which allows employees to obtain an economic benefit. So in this case there have been more men than women who have opted for this supplement.
6. BONUS: Salary supplement with a periodic maturity of more than one month that is paid once a year calculated in accordance with the Agreement plus the seniority that corresponds to apply. This supplement has only been received by men.
7. TRANSPORT BONUS: Economic supplement that is paid to go to work which is aimed at compensating and supplying the worker's travel expenses from home to the company and vice versa.

Non-salary supplements:

1. LOCOMOTION EXPENSES: Economic amount with which the company compensates the worker for travel expenses that occur outside the workplace.
2. IT SUPPLEMENT: Amount received by a worker when temporarily disabled due to illness or injury.

These two supplements have been received only by men.

2.1.b. IMPORTES EQUIPARADOS		Razón Social: GENERAL DE MAQUINARIA Y EXCAVACION SL - NIF: B22352231															
		PERIODO DE REFERENCIA															
		01-01-23 fecha inicio															
		31-12-23 fecha fin															

	Nº	Nº SC	Nº SC Norm	Nº SC Anualiz	Nº SC Norm y Anualiz	Nº SC Eq	SALARIO BASE Eq	Plus Con.	Plus Act.	Plus Asis.	Vac.	Reg.	Paga ver.	Paga Nav.	Act. Conv.	Com. Vol. Absor.	Grat.	Mejora vol.	Produc t.	Produc t.	Plus Trans.	Tot COMPLS ALEq	TOTAL SALARIO Eq	Plus extr.	Plus ropa	Gstos. Loc.	Comp. IT	Tot Extrasala rialEq	TOTAL Retrib Eq
TOTAL							-4%	100%	100%	-63%	15%	100%	58%	73%	-24%	20%	100%	100%	100%	100%	-52%	38%	14%	100%	100%	100%	100%	100%	15%
Hombre	151	151	0	52	0	52	17.744	232	141	1.854	641	31	771	1.182	1.247	1.557	264	5	147	2.168	816	13.403	31.147	229	9	98	66	402	31.549
Mujer	5	5	0	0	0	0	18.524	0	0	3.020	545	0	324	324	1.549	1.252	0	0	0	0	1.237	8.251	26.775	0	0	0	0	0	26.775

	Nº	Nº SC	Nº SC Norm	Nº SC Anualiz	Nº SC Norm y Anualiz	Nº SC Eq	SALARIO BASE Eq	Plus Con.	Plus Act.	Plus Asis.	Vac.	Reg.	Paga ver.	Paga Nav.	Act. Conv.	Com. Vol. Absor.	Grat.	Mejora vol.	Produc t.	Produc t.	Plus Trans.	Tot COMPLS AL Eq	TOTAL SALARIO Eq	Plus extr.	Plus ropa	Gastos. Loc.	Comp. IT	Tot Extrasala rial Eq	TOTAL Retrib Eq
ESCALA 01							100%			100%	100%		100%	100%	100%						100%	100%	100%						100%
Hombre	1	1	0	0	0	0	6.818	0	0	1.067	332	0	498	498	520	0	0	0	0	0	438	3.353	10.171	0	0	0	0	0	10.171
Mujer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ESCALA 02							100%	100%	100%	100%	100%		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Hombre	110	110	0	43	0	43	18.070	288	193	1.762	665	0	919	1.456	1.277	266	38	0	7	2.377	816	12.407	30.477	298	10	56	11	375	30.853
Mujer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ESCALA 03							-28%	100%		-70%	100%	100%	100%	100%	100%	-71%	100%	100%	100%	100%	100%	-71%	55%	13%	100%	100%	100%	100%	14%
Hombre	25	25	0	6	0	6	14.712	135	0	1.998	450	165	518	633	1.079	3.625	240	33	0	2.632	815	14.675	29.387	12	6	121	157	296	29.683
Mujer	1	1	0	0	0	0	18.867	0	0	3.406	0	0	0	0	1.843	0	0	0	0	0	1.395	6.643	25.510	0	0	0	0	0	25.510
ESCALA 04							22%			-5%	16%	100%			15%	89%				100%	100%	-34%	37%	27%	100%			100%	28%
Hombre	8	8	0	1	0	1	21.843	0	0	2.675	701	36	0	0	1.531	3.641	0	0	261	1	857	11.638	33.481	191	0	0	0	191	33.671
Mujer	3	3	0	0	0	0	17.001	0	0	2.812	589	0	539	539	1.294	390	0	0	0	0	1.152	7.316	24.316	0	0	0	0	0	24.316
ESCALA 05							-50%			-48%	-119%	100%			-68%	46%	100%				-48%	22%	-12%			100%	100%	100%	-1%
Hombre	3	3	0	0	0	0	15.153	0	0	2.207	439	113	0	0	1.203	9.471	2.000	0	0	0	906	16.339	31.493	0	0	1.874	1.606	3.480	34.972
Mujer	1	1	0	0	0	0	22.751	0	0	3.257	960	0	0	0	2.018	5.091	0	0	0	0	1.338	12.665	35.416	0	0	0	0	0	35.416
ESCALA 06																													
Hombre	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mujer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ESCALA 07							100%			100%	100%		100%	100%	100%	100%	100%			100%	100%	100%	100%	100%					100%
Hombre	4	4	0	2	0	2	24.206	0	0	1.778	732	0	488	488	1.107	14.446	5.920	0	4.839	0	765	36.684	60.890	0	0	0	0	0	60.890
Mujer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

If we now analyse the averages of the equalised amounts, we find that the average total equal remuneration is 15% higher in the case of men than in the case of women, i.e. the total salary of men as a whole is 15% higher than that of women.

Although we cannot speak of a wage gap, we will analyse those SCALES that are made up of men and women.

SCALE 03: In this SCALE, the total equal remuneration is 14%, that is, men receive a salary 14% higher than women who make up this SCALE. Although there is no difference or salary gap per se, there are supplements that exceed that 25% and that are the following:

**BASIC SALARY:** It is the salary that is paid according to the Agreement without any salary or non-salary supplement, in this case there is a negative difference of 28% which means that the basic salary of all the women who make up this SCALE is 28% higher than that of men. This difference is due to the fact that in this SCALE there is only one woman compared to 25 men who performs the position of GIS TECHNICIAN, having a higher base salary than that of the rest of the positions that make up this SCALE and that are MECHANIC, MANAGER and MECHANIC.

1. **PLUS AGREEMENT:** Extra amount that the employee receives per hour or day worked. Its amount is fixed and can be added to other supplements that the worker is entitled to receive. In this case the difference is 100% in favor of men since only they receive it.
2. **ATTENDANCE BONUS:** A bonus that is paid per effective day of work and per corresponding full day according to the provisions of the Agreement. In this case the difference is 70% negative, which means that this supplement is more beneficial for the woman who makes up this SCALE.

3. VACATIONS: It consists of a fixed amount established in the Agreement. In this case the difference is 100% since it has only been perceived by the male sector.

3. REGULARIZATION: It consists of a salary adjustment. In this case, it has only occurred in the men's sector.
4. SUMMER AND CHRISTMAS PAY: Salary supplement that has a maturity of more than one month. Its amount is calculated based on the amount reflected in the salary table annexed to the Agreement plus the seniority that corresponds to be applied. In these cases, it has only been perceived by the male sector.
5. BONUS: Salary supplement with a periodic maturity of more than one month that is paid once a year, calculated in accordance with the Agreement plus the seniority that corresponds to be applied. A complement that has only been received by men.
6. ON ACCOUNT OF THE AGREEMENT: With this supplement, the planned salary increase is brought forward. In this case, the difference is 71% negative, so the only woman who makes up the ESCALA has received a higher percentage.
7. ABSORBABLE VOLUME SUPPLEMENT: Salary bonus. Here it has only occurred in the case of men.
8. PRODUCTION BONUS: Salary supplement that is set according to the results of the work or for having achieved the planned objectives. In this SCALE only men receive it.
9. PRODUCTIVITY: Salary supplement that is set according to the results of the work or for having achieved certain objectives. In this SCALE only men receive it.
10. TRANSPORT BONUS: Economic supplement paid to go to work, aimed at compensating and supplying the worker's travel expenses from home to work and vice versa. In this case there is a difference of 71% in negative, which means that the only woman who is part of the SCALE receives it to a greater extent.

#### Non-salary supplements:

1. EXTRA-SALARY BONUS: It is granted to compensate for expenses that the employee incurs for going to work, which they would not have if they were not working.
2. CLOTHING BONUS: It is granted to compensate the expense assumed by the worker for the care and maintenance of work clothes.

3. LOCOMOTION EXPENSES: Economic amount with which the company compensates the worker for travel expenses that occur outside the post or workplace.
4. IT SUPPLEMENT: Amount received by a worker when temporarily disabled due to illness or injury.

These supplements have been received exclusively by the men who make up the SCALE.

SCALE 04: In this SCALE the total equal remuneration of 28%, that is, here we would be facing a wage gap since the percentage is higher than the 25% established by the Workers' Statute, although this difference is not due to sexist reasons, but is due to the different supplements that are received and which are the following:

1. ABSORBABLE VOLUME SUPPLEMENT: Salary bonus for workers. Here there is a difference of 89% in favor of men, so they benefit in a greater percentage from this supplement. This supplement is due to an agreement between the company and the workers that allows a reduction in the social contributions that must be paid by the company, which allows employees to obtain an economic benefit. So in this case there have been more men than women who have opted for this supplement.
1. PRODUCTION AND PRODUCTIVITY BONUS: Salary supplement that is set according to the results of the work or for having achieved the planned objectives. These allowances are received only by men, due to the professional categories that encompass this SCALE.
2. TRANSPORT BONUS: Economic supplement that is paid to go to work and is aimed at compensating and supplementing the worker's travel expenses from home to the company and vice versa. In this case the difference is 34% negative, which indicates that in this case the women who make up the ESCALA benefit more.

Non-salary supplements:

1. EXTRA-SALARY BONUS: It is granted to compensate for expenses that the employee incurs for going to work and that they would not have if they did not work. This supplement has only been received by men.

SCALE 05: In this SCALE the total equal remuneration is -1%, that is, in this case there is no salary gap, but, although this gap does not exist as a whole, we will analyse the different supplements that are above that 25%.

BASIC SALARY: It is the salary that is paid according to the Agreement without any salary or non-salary supplement, in this case there is a difference of 50% in negative which means that the basic salary of all

the women who make up this SCALE is 50% higher than that of men. This difference is due to the fact that in this SCALE there is only one woman compared to 3 men, who holds the position of ADMINISTRATION MANAGER, having a higher base salary than the rest of the positions that make up this SCALE and that are PRODUCTION DIRECTOR and STUDIES TECHNICIAN.

8. ATTENDANCE BONUS: This bonus refers to the effective day of work and the corresponding full day according to the provisions of the Agreement. In this case there is a difference of -48%, which means that women receive a higher percentage of this supplement.
9. VACATIONS: It consists of a fixed amount established in the Agreement. In this case there is a difference of -119%, which means that women receive a higher percentage of this supplement.
10. ON ACCOUNT OF THE AGREEMENT: With this supplement, the planned salary increase is brought forward. In this case, the difference is -68%, which implies that the greatest beneficiaries have been women on this SCALE.
11. VOLUNTARY ABSORBABLE SUPPLEMENT: Salary bonus for workers. In this case the difference is 46% in favor of men. This supplement is due to an agreement between the company and the workers that allows a reduction in the social contributions that must be paid by the company, which allows employees to obtain an economic benefit. So in this case there have been more men than women who have opted for this supplement.
12. BONUS: Salary supplement with a periodic maturity of more than one month that is paid once a year calculated in accordance with the Agreement plus the seniority that corresponds to apply. This supplement has only been received by men.
13. TRANSPORT BONUS: Economic supplement that is paid to go to work which is aimed at compensating and supplying the worker's travel expenses from home to the company and vice versa.

Non-salary supplements:

11. LOCOMOTION EXPENSES: Economic amount with which the company compensates the worker for travel expenses that occur outside the workplace.
12. IT SUPPLEMENT: Amount received by a worker when temporarily disabled due to illness or injury.

These two supplements have been received only by men.

After all that has been analysed, it can be said that in GENERAL DE MAQUINARIA Y EXCAVACIÓN SL and having analysed the medians, we could speak of a negative wage gap, so an Action Plan for the reduction of possible wage gaps is as follows:

### **Action plan for the reduction of wage gaps.**

The analysis of the average salaries of men and women indicates that in the society studied in this report there is no wage gap (difference equal to or greater than 25%), neither in terms of the actual amounts received nor in terms of the amounts equalized or analyzed.

Despite the fact that there is no wage gap in the total amount of effective or weighted remuneration between the general group of men and women, an action plan has been drawn up to reduce the wage differences that exist between men and women in each of the professional categories contained in the professional classification or in each of the assessment scales by the job evaluation system.

This action plan indicates different objectives. In particular, the objectives derived from the salary register and the remuneration audit report are the following:

- To prevent discrimination on the basis of sex in access to employment in GENERAL DE MAQUINARIA Y EXCAVACIÓN SL.
- To ensure equal treatment in working conditions and opportunities in the professional career at GENERAL DE MAQUINARIA Y EXCAVACIÓN SL.
- To include new measures that make it possible to reconcile the personal, work and family life of women and men, and to reduce the differences between the sexes, through the promotion of co-responsibility.
- To influence a remuneration system that does not generate discrimination between the sexes.
- Value feminized and masculinized positions without gender stereotypes.
- Implement positive actions that help reduce the pay gap between women and men

### **Proposal of measures.**

The company undertakes to implement the following measures, even if there is no wage gap, with the aim of encouraging the hiring of the under-represented sex, in this case, a greater number of women, always taking into account the reality of the construction sector where the presence of the male sex is much greater.



It also expresses the commitment to ensure that jobs of equal value are remunerated with equal salaries regardless of the sex of the person who performs them.

#### SPECIFIC OBJECTIVE 1:

- Guarantee equal treatment and opportunities in the different types of contracting.

MEASUREMENT	INDICATORS	PERSON RESPONSIBLE	CALENDAR
Take Action positive of that, in equivalent conditions of  suitability and competence whether men or women access to vacancies in positions in the wha t Are Underrepresented. in the face of a same meritocracy.	Processes of selection Made and Candidates  Selected	JUAN CARLOS ESCOLANO PUEYO	Since the implementation of the Plan

#### SPECIFIC OBJECTIVE 2:

- Guarantee objectivity and non-discrimination in promotion and promotions.
- Improve the possibilities of promotion of the workforce.

MEASUREMENT	INDICATORS	PERSON RESPONSIBLE	CALENDAR
Carry out since the perspective of gender, a procedure of  promotion: the contents,	Procedure of Written Promotion		Since the implementation of the Plan

tools and criteria that Govern the evaluation of Competences.		JUAN CARLOS ESCOLANO PUEYO	
The worker will be informed about the reasons of the rejection for Promoting, guiding it on positions to which could opt for your profile, areas of improvement, training necessary and highlighting its Qualities	The communication stating the reasons of rejection	JUAN CARLOS ESCOLANO PUEYO	Since the implementation of the Plan

**SPECIFIC OBJECTIVE 3:**

- Guarantee equal pay for the performance of work of equal value.

<b>MEASURE MENT</b>	<b>INDICATORS</b>	<b>PERSON RESPONSIBLE</b>	<b>CALENDAR</b>
Carry out registration Wage annual of the parts what Compose the wage of the origin of the Amounts Distinguishing between Fixed and variable, depending on the	The own registration Wage	JUAN CARLOS ESCOLANO PUEYO	Since the implementation of the Plan.

<p>Categories Professional</p> <p>Posts or Functions for</p> <p>th</p> <p>correct e elements what</p> <p>Can produce one</p> <p>treatment discriminatory</p> <p>in remuneration.</p>			
<p>th</p> <p>Inform in e case of what</p> <p>there are changes in the</p> <p>criterion</p> <p>accrual of the different</p> <p>Accessories Wage of</p> <p>The</p> <p>positions feminized or</p> <p>masculinized to verify</p> <p>what Obey to criteria</p> <p>Objectiv</p> <p>es</p>	<p>T</p> <p>he communication</p> <p>Performed to the</p> <p>Hardworking people</p>	<p>JUAN CARLOS</p> <p>ESCOLANO PUEYO</p>	<p>Since the</p> <p>implementation of</p> <p>the Plan.</p>
<p>In the event that a</p> <p>gap Wage in some</p> <p>department superior the</p> <p>20%, the company will file</p> <p>measure</p> <p>ment Corrective what</p> <p>correct this inequality.</p>	<p>Measures in place</p> <p>to mitigate the gap</p>	<p>JUAN CARLOS</p> <p>ESCOLANO PUEYO</p>	<p>Since the</p> <p>implementation of the</p> <p>Plan.</p>

## SCHEDULE OF ACTIONS

### CODE OF POSITIVE ACTION:

**POSITIVE ACTION:** Establish a monitoring system to ensure the objective implementation of the wage policy

### DEVELOPMENT AND ACTION PLAN:

Revising the definition of the remuneration policy so that it does not have unconscious gender biases could prevent or hinder women's equal remuneration. To this end, it is advisable to establish an order of remuneration elements classified by positions of equal value, in which it specifies, at least, the band of basic salaries according to the agreement, complements and bonuses, variable remuneration and in kind according to positions of equal value.

Recipients	Monitoring/HR Committee
Responsible person(s)	Head of Equality
Coordinates	Head of Equality
Material resources	Those that are necessary to execute the action
Communication	Typical company channels
Indicators (disaggregated by sex where relevant)	Identification of the company's remuneration concepts.
Timing	Since the implementation of the Plan (1 Quarter 2024)
Control and monitoring	Assessment of requirements from the perspective of gender

EVALUATION AND MONITORING			
Degree of compliance with indicators	High	Middle	Low
Results			
Date of completion			
Minutes of committee no.			

#### CODE OF POSITIVE ACTION:

**POSITIVE ACTION:** Preparation of the remuneration register incorporating the levels resulting from the remuneration audit.

#### DEVELOPMENT AND ACTION PLAN:

Preparation of the annual remuneration register after the results obtained in the job assessment carried out in the Remuneration Audit. The register will take into account the valuation of the positions, the positions of equal value found in the Audit, as well as the different professional categories disaggregated by gender, as stated in RD 902/2020.

Recipients	Monitoring/HR Committee
Responsible person(s)	Head of Equality
Coordinates	Head of Equality
Material resources	Those that are necessary to execute the action

Communication	Management and Heads of Departments		
Indicators (disaggregated by sex where relevant)	Preparation of the remuneration register in accordance with the legislation, including the gap for all salary concepts.		
Timing	Since the implementation of the Equal Plan (1Quarter 2024)		
Control and monitoring	Assessment of requirements from the perspective of gender		
EVALUATION AND MONITORING			
Degree of compliance with indicators	High	Middle	Low
Results			
Date of completion			
Minutes of committee no.			

## METHODOLOGY OF THE REMUNERATION REGISTER.

The remuneration register of ALVIPRE FACTORY SL has been carried out following the guidelines indicated in the Technical Guide for carrying out remuneration audits referred to in the Third Additional Provision of RD 902/2020, of 13 October, on equal pay between women and men.

Period analyzed:

The period analysed in the remuneration register has been the full calendar year 2023.

Inclusion of average salary values, salary supplements and non-salary payments.

RD 902/2020, of 13 October, on equal pay between women and men in its article 5 describes the general rules on the remuneration register indicating the following:

"The remuneration register must include the average values of salaries, salary supplements and non-salary payments of the workforce disaggregated by sex and distributed in accordance with the provisions of article 28.3 of the Workers' Statute."

Inclusion of effective and equivalent amounts:

- Effective amounts: For the calculation, the effective amounts corresponding to the remuneration paid to each person and for each of their different contractual situations are considered.

It is considered that there are different contractual situations when there are changes in job, contractual modality, type of working day, remuneration, etc. and so on.

- Equated amounts: For this calculation, the amount resulting from equating the amount received to 100% of the annual working day by annualizing the effective salary data is considered.

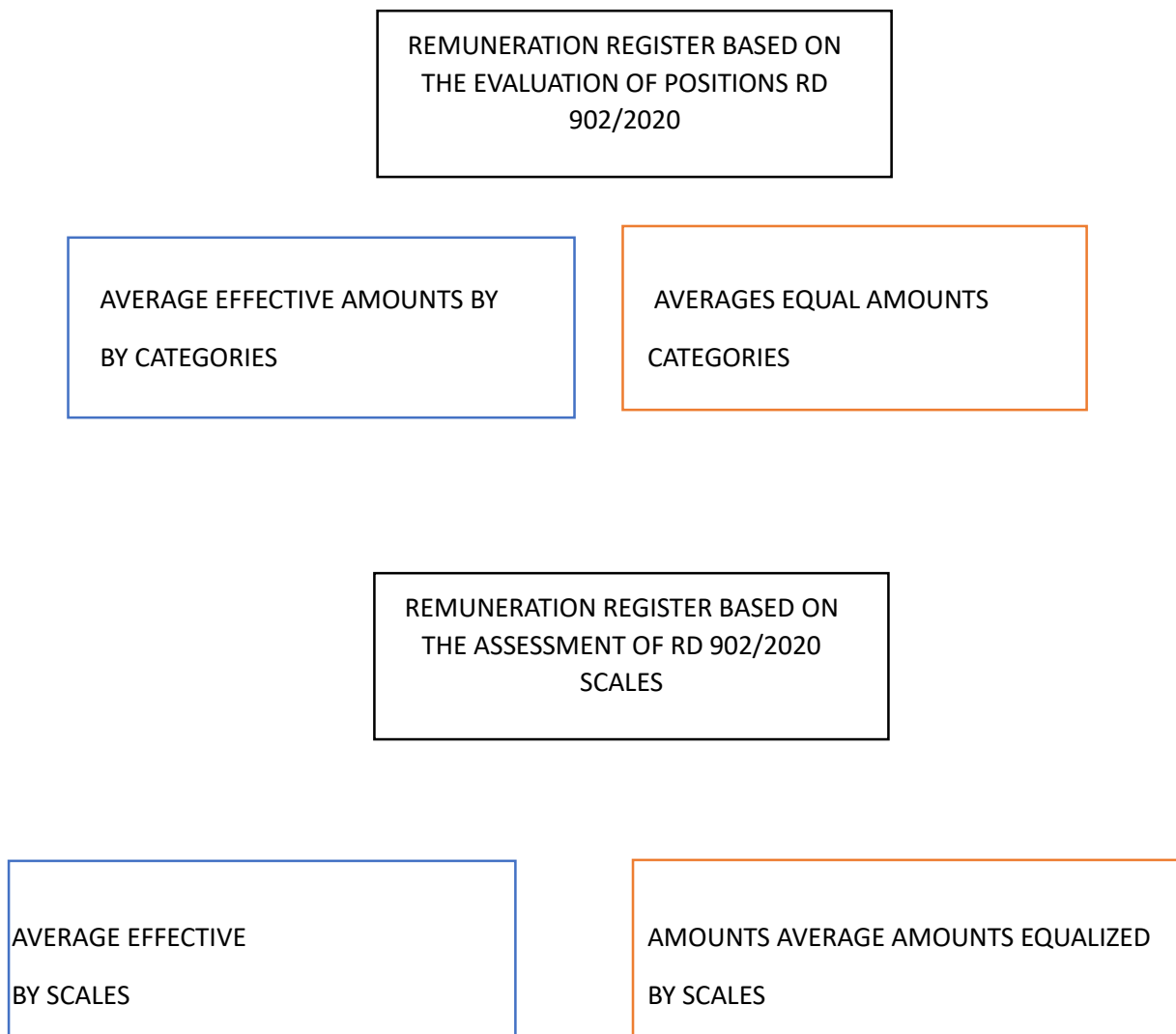
The use of effective amounts received for each of the different contractual situations in the year generates differences in the result since, if a person has remained only part of the year in the professional category being analysed, he or she will appear in the register with that amount received throughout the year.

These differences are corrected in the analysis of equated amounts, in which the amounts received are analysed.

- Obligation to register by professional categories or groups and by groups of positions of equal value.

Article 6.a) of RD 902/2020 states "The register must also reflect the arithmetic averages and medians of the groupings of jobs of equal value in the company, in accordance with the results of the job assessment described in articles 4 and 8.1. a) Even if they belong to different sections of the professional classification, broken down by sex and disaggregated in accordance with the provisions of the aforementioned article 5.2."

For this reason, this audit report presents 4 analyses that allow us to identify the salary differences between women and men, as well as the possible existence of unjustified salary gaps in some of the groupings of positions of equal value.





**1.1.a. IMPORTES  
EFFECTIVOS  
Promedios**

**Razón Social: ALVIPRE FACTORY SL - NIF: B99492886**

**PERIODO DE REFERENCIA**

01-01-23 fecha inicio

31-12-23 fecha fin

	Nº	Nº SC	SALARIO BASE Ef	Plus conv.	Mej.vol.	Incen.	Plus prod.	Prod.	A cta. Conv.	Tot COMP L.SAL	TOTAL SALAR IO Ef	Comp. IT	Plus extr.	Tot Extras alarial	TOTAL Retrib Ef
<b>TOTAL</b>			<b>11%</b>	9%	100%	72%	67%	78%	64%	<b>57%</b>	<b>32%</b>	100%	9%	<b>12%</b>	<b>31%</b>
Hombre	108	108	9.848	1.748	78	677	3.199	1.163	1.594	8.459	18.308	33	903	936	19.244
Mujer	16	16	8.756	1.590	0	188	1.040	253	574	3.644	12.401	0	823	823	13.223
	Nº	Nº SC	SALARIO BASE Ef	Plus conv.	Mej.vol.	Incen.	Plus prod.	Prod.	A cta. Conv.	Tot COMP L.SAL	TOTAL SALAR IO Ef	Comp. IT	Plus extr.	Tot Extras alarial	TOTAL Retrib Ef
<b>GRUPO 01</b>			<b>17%</b>	17%		89%		100%	44%	<b>82%</b>	<b>65%</b>		18%	<b>18%</b>	<b>64%</b>
Hombre	2	2	18.299	2.640	0	13.765	0	24.649	9.352	50.406	68.705	0	1.421	1.421	70.126
Mujer	1	1	15.249	2.200	0	1.500	0	0	5.265	8.965	24.214	513	1.163	1.163	25.377
<b>GRUPO 02</b>			<b>100%</b>	100%		100%	100%	100%	100%	<b>100%</b>	<b>100%</b>		100%	<b>100%</b>	<b>100%</b>
Hombre	12	12	13.848	2.214	0	1.784	2.160	2.773	7.310	16.241	30.088	0	1.163	1.163	31.251
Mujer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>GRUPO 03</b>			<b>-28%</b>	-20%	100%	100%	100%	-4327%	100%	34%	<b>0%</b>	100%	-25%	<b>-18%</b>	<b>-1%</b>
Hombre	20	20	12.502	2.196	423	535	4.948	88	1.732	9.922	22.424	62	1.140	1.202	23.626
Mujer	1	1	15.972	2.640	0	0	0	3.911	0	6.552	22.523	0	1.421	1.421	23.945
<b>GRUPO 04</b>			<b>100%</b>	100%		100%	100%	100%	100%	<b>100%</b>	<b>100%</b>	100%	100%	<b>100%</b>	<b>100%</b>
Hombre	24	24	11.143	2.021	0	563	3.719	1.721	907	8.930	20.073	67	1.033	1.099	21.173
Mujer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>GRUPO 05</b>			<b>-20%</b>	-21%			68%		-77%	<b>30%</b>	<b>0%</b>	100%	-21%	<b>-19%</b>	<b>-2%</b>
Hombre	33	33	7.589	1.417	0	0	3.078	0	246	4.741	12.330	9	727	736	13.065
Mujer	9	9	9.084	1.711	0	167	975	16	435	3.303	12.388	0	876	876	13.264
<b>GRUPO 06</b>			<b>14%</b>	13%			26%		100%	<b>24%</b>	<b>18%</b>		12%	<b>12%</b>	<b>17%</b>
Hombre	9	9	7.837	1.491	0	0	2.651	0	129	4.271	12.109	0	758	758	12.867
Mujer	4	4	6.734	1.290	0	0	1.956	0	0	3.246	9.980	0	666	666	10.646
<b>GRUPO 07</b>			<b>100%</b>	100%			100%			<b>100%</b>	<b>100%</b>	100%	100%	<b>100%</b>	<b>100%</b>
Hombre	8	8	2.802	541	0	0	736	0	0	1.278	4.079	59	292	350	4.430
Mujer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>GRUPO 08</b>															
Hombre	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mujer	1	1	185	37	0	0	40	0	0	77	262	0	30	30	292

### 2.1.a. IMPORTES EQUIPARADOS Promedios

**Razón Social: ALVIPRE FACTORY SL - NIF: B99492886**

PERIODO DE REFERENCIA

01-01-23 fecha inicio

31-12-23	fecha fin
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	Nº	Nº SC	Nº SC Norm	Nº SC Anualiz	Nº SC Norm y Anualiz	Nº SC Eq	SALARIO BASE Eq	Plus conv.	Mej.vol.	Incen.	Plus prod.	Prod.	A cta. Conv.	Tot COMPL.S AL Eq	TOTAL SALARIO E q	Comp.IT	Plus extr.	Tot Extrasala rial Eq	TOTAL Retrib Eq
TOTAL							13%	11%	100%	72%	63%	78%	64%	55%	31%	100%	10%	19%	31%
Hombre	108	108	48	16	0	64	11.029	1.968	78	677	3.425	1.171	1.599	8.918	19.948	103	1.019	1.122	21.069
Mujer	16	16	3	6	0	9	9.642	1.758	0	188	1.281	253	574	4.054	13.696	0	913	913	14.609
	Nº	Nº SC	Nº SC Norm	Nº SC Anualiz	Nº SC Norm y Anualiz	Nº SC Eq	SALARIO BASE Eq	Plus conv.	Mej.vol.	Incen.	Plus prod.	Prod.	A cta. Conv.	Tot COMPL.S AL Eq	TOTAL SALARIO E q	Comp.IT	Plus extr.	Tot Extrasala rial Eq	TOTAL Retrib Eq
GRUPO 01							17%	17%		89%		100%	44%	82%	65%		18%	18%	64%
Hombre	2	2	2	0	0	2	18.299	2.640	0	13.765	0	24.649	9.352	50.406	68.705	0	1.421	1.421	70.126
Mujer	1	1	1	0	0	1	15.249	2.200	0	1.500	0	0	5.265	8.965	24.214	0	1.163	1.163	25.377
GRUPO 02							100%	100%		100%	100%	100%	100%	100%	100%		100%	100%	100%
Hombre	12	12	9	1	0	10	14.131	2.257	0	1.784	2.160	2.844	7.310	16.355	30.486	0	1.186	1.186	31.672
Mujer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GRUPO 03							-25%	-18%	100%	100%	100%	-4327%	100%	34%	1%	100%	-22%	-16%	0%
Hombre	20	20	9	2	0	11	12.788	2.245	423	535	4.948	88	1.758	9.999	22.787	62	1.167	1.229	24.016
Mujer	1	1	0	0	0	0	15.972	2.640	0	0	0	3.911	0	6.552	22.523	0	1.421	1.421	23.945
GRUPO 04							100%	100%		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Hombre	24	24	20	0	0	20	11.721	2.127	0	563	3.780	1.721	907	9.098	20.819	289	1.088	1.377	22.196
Mujer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GRUPO 05							-19%	-20%			60%		-77%	26%	-2%	100%	-19%	-18%	-3%
Hombre	33	33	6	6	0	12	8.909	1.661	0	0	3.486	0	246	5.393	14.302	9	861	870	15.172
Mujer	9	9	2	3	0	5	10.578	1.995	0	167	1.386	16	435	3.998	14.576	0	1.024	1.024	15.600
GRUPO 06							38%	37%			35%		100%	37%	38%		34%	34%	37%
Hombre	9	9	0	3	0	3	10.866	2.065	0	0	3.025	0	129	5.219	16.085	0	1.019	1.019	17.104
Mujer	4	4	0	2	0	2	6.773	1.297	0	0	1.967	0	0	3.264	10.077	0	671	671	10.709
GRUPO 07							100%	100%			100%			100%	100%	100%	100%	100%	100%
Hombre	8	8	2	4	0	6	7.016	1.360	0	0	1.496	0	0	2.856	9.872	327	744	1.071	10.943
Mujer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GRUPO 08																			
Hombre	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mujer	1	1	0	1	0	1	752	149	0	0	162	0	0	311	1.063	0	120	120	1.183

Professional classification, remuneration and remuneration audit.

The company has carried out the evaluation of jobs according to the tool of the Ministry of Equality. It has also carried out the remuneration register in accordance with the tool of the Ministry of Equality (arithmetic average of the total effective salary, salary supplements, as well as the median average by professional groups, average equated amounts, as well as the average of equated medians).

There are 27 jobs in the company and they are as follows:

- MANAGER
- FACTORY MANAGER
- ASSEMBLY DIRECTOR
- ASSEMBLY TEAM LEADER
- HEAD OF ADMINISTRATION

- TEAM LEADER
- LOGISTICS MANAGER
- PURCHASING AND LOGISTICS MANAGER
- SITE MANAGER
- MANAGER
- ADMINISTRATIVE
- QUALITY TECHNICIAN
- SALES TECHNICIAN
- GIS TECHNICIAN
- FOREMAN
- SHOPPING
- ORGANIZATION ASSISTANT
- FERRALLISTA
- OPERATOR
- MASON
- WAREHOUSE PERARIO
- FACTORY OPERATOR
- METALLURGICAL OPERATOR
- SITE OPERATOR
- PRODUCTION OPERATOR
- SPECIALIST LABORER
- ORDINARY LABORER

The staff is in the Professional Group that corresponds to them according to the current Collective Agreement; GROUP 01, GROUP 02, GROUP 04, GROUP 03, GROUP 04, GROUP 05, GROUP 06, GROUP 07, GROUP 08.

As we can see, in terms of the average of the effective amounts by sex, we find that there is a wage gap, since there is a difference of 31%, which means that in the overall average of the entire workforce, men have a salary 31% higher than women.

A gap that is motivated by the masculinization of the company and the sector to which the company is dedicated as it is a concrete beam manufacturing company. This masculinization causes, or rather derives, in the highest ranking positions being occupied by men as there are fewer women in the company and this leads to the salary difference of men as a whole compared to women as a whole.

Therefore, after this analysis, we will analyse the different salary and non-salary supplements, both at a general level and in the different PROFESSIONAL GROUPS that are made up of both men and women, and that there is a salary difference between the two and that causes the so-called wage gap between the sexes.

#### SALARY SUPPLEMENTS:

-Basic salary: salary that is set by Collective Agreement depending on the professional category of each of the company's employees. In this case, the difference is 11% in favour of men, something

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motivated, as we have explained, to the high number of men compared to the lower number of women.

-Plus agreement: extra amount that the employee receives per hour or day worked. Its amount is fixed and can be added to other corresponding supplements. In this case, the difference is 9% in favour of men, so in general there is no wage difference between the two sexes.

-Voluntary improvement: bonus that employees receive for the achievement of different qualitative and/or quantitative objectives regardless of the availability of the employees is a way of encouraging the entire workforce. In this case, the difference is 100%, which means that only men have received it in total.

-Incentives: this bonus is granted for the achievement of the objectives set by the company. In this case, the difference is 72% in favor of men, so at a general level there is a greater number of men who receive this supplement, something that is motivated by the large number of men in the company.

-Production bonus: supplement that is set according to the results of the work or having achieved the planned objectives. In this case, the difference is 67% in favor of men, so in general there is a greater number of men who receive this supplement, something that is motivated by the large number of men in the company.

-Production: a supplement that is motivated by achieving certain objectives set, either individually or as a company, regardless of the gender of the person who receives it, here the effort and work of each and every one is valued. In this case, the difference is 78% in favor of men, so at a general level there is a greater number of men who receive this supplement, something that is motivated by the large number of men in the company.

-On account of the agreement: salary supplement that is based on seniority, level of education, knowledge of languages, use of tools, etc. and is applied according to the provisions of the Collective Agreement. In this case, the difference is 64% in favor of men, so at a general level there is a greater number of men who receive this supplement, something that is motivated by the large number of men in the company.

If we continue to analyse the average of the effective amounts by GROUPS, we observe the following:

GROUP 01: This group is made up of 2 men and 1 woman, with the men occupying the positions of FACTORY DIRECTOR AND MANAGER, while the only woman who makes up this GROUP occupies the position of ADMINISTRATION MANAGER

In this group, the effective remuneration is 64% positive, that is, the average total effective remuneration is 64% higher for men to the detriment of the women who make up this GROUP. This percentage is well above the 25% set out in article 28.3 of the Statute of Workers to speak of the wage gap between the sexes. A difference that is marked, among others, by the 50% reduction in working hours to which the employee is entitled, which causes a reduction in both the salary and the different salary supplements.

So below we will explain the different differences that exist

Salary supplements:

**12. INCENTIVES:** this bonus is granted for the achievement of the objectives set by the company. In this case, the difference is 89% in favor of men, that is, the 2 men who are within the GROUP have a higher percentage in this supplement, something that is motivated by the reduction in working hours of the only employee who makes up the GROUP.

**2. PRODUCTION:** a supplement that is motivated by achieving certain objectives set, either individually or in a company, regardless of the gender of the person who receives it, here the effort and work of each and every one is valued. In this case, the difference is 100% in favor of men, that is, the 2 men who are within the GROUP have a higher percentage in this supplement, something that is motivated by the reduction in working hours of the only employee who makes up the GROUP.

**3. ON ACCOUNT OF THE AGREEMENT:** salary supplement that is based on seniority, level of education, knowledge of languages, use of tools, etc. and is applied according to the provisions of the Collective Agreement. In this case, the difference is 44% in favour of men, that is, the 2 men who are within the GROUP have a higher percentage in this supplement, something that is motivated by the reduction in working hours of the only female employee who makes up the GROUP.

Non-salary supplements:

**1. TEMPORARY DISABILITY SUPPLEMENT:** Supplement granted by the company when an employee is on leave due to accident or illness. In this case, only the woman perceives it when she is in this situation.

GROUP 03: This group is made up of 20 men and 1 woman, with men occupying the positions of TEAM LEADER, LOGISTICS MANAGER, QUALITY TECHNICIAN, COMMERCIAL TECHNICIAN and the only woman occupying the position of GIS TECHNICIAN.

In this group, the effective remuneration is -1%, which indicates that the only woman in the GROUP has a salary 1% higher than men, although here there is no wage gap, there are salary supplements that exceed 25% and that deserve adequate justification. And they are as follows:

Salary supplements:

1. **BASIC SALARY:** Salary that is set by Collective Agreement according to the GROUP or LEVEL to which the position held within the company belongs. In this case, the basic salary of the only woman is 28% higher than that of the general set of men who make up the same GROUP. This salary difference is largely due to the fact that of the 4 men who make up the GROUP and who occupy the position of QUALITY TECHNICIANS and LOGISTICS MANAGER, two of them have ended their contracts, two of them in the month of May and another in the month of August, so they have not had continuity throughout 2023 and the other 2 have started working in the month of March for which they have not been hired for the whole year either. Hence that average.
2. **VOLUNTARY IMPROVEMENT:** bonus received by the workforce for the achievement of different qualitative and/or quantitative objectives regardless of the availability of employees. In this case it has only been perceived by men.
3. **INCENTIVES:** this bonus is granted for the achievement of the objectives set by the company. In this case it has only been perceived by men.
4. **PRODUCTION BONUS:** salary supplement that is set according to the results of the work or for having achieved the planned objectives. In this case it has only been perceived by men.
5. **PRODUCTION:** supplement that is motivated by achieving certain objectives set either individually or as a company, regardless of the gender of the person who receives it, here the effort and work of each and every one is valued. In this case the difference is -432%, which means that the only woman who makes up the GROUP has mostly received this supplement.
6. **ON ACCOUNT OF THE AGREEMENT:** salary supplement that is based on seniority, level of education, languages, experience, etc. and that is applied according to the Collective Agreement. In this case it has only been received by men.

Non-salary supplements:

1. **TEMPORARY DISABILITY SUPPLEMENT:** Supplement granted by the company when an employee is on leave due to accident or illness. This supplement has only been received by men, being in that sector where this temporary disability has occurred.
2. **EXTRA-SALARY BONUS:** it is granted to compensate for expenses that the employee incurs for going to work, which they would not have if they were not working. In this case the difference is -25%, which means that the woman who is part of the GROUP receives 25% more in this supplement.

GROUP 05: this GROUP is made up of 33 men and 9 women occupying positions of ADMINISTRATIVE, PURCHASING, OPERATOR, FACTORY OPERATOR, METALLURGICAL OPERATOR, SITE OPERATOR, ORGANIZATION ASSISTANT. The positions of administrative, organizational assistant and factory operator are the positions occupied by women.

In this group, the effective remuneration is -2%, which indicates that the only woman who makes up the GROUP has a salary 2% higher than men, although here there is no wage gap, there are salary supplements that exceed that 25% and that deserve adequate justification. And they are as follows:

1. **BASIC SALARY:** Salary that is set by Collective Agreement according to the GROUP or LEVEL to which the position held within the company belongs. In this case, the basic salary of women is 20% higher than that of the men who make up the GROUP.
2. **PRODUCTION BONUS:** salary supplement that is set according to the results of the work or having achieved the planned objectives. In this case there is a difference of 68% in favor of the men in the GROUP.
3. **ON ACCOUNT AGREEMENT:** salary supplement that is based on seniority, level of education, languages, experience and that is applied according to the Collective Agreement.

Non-salary supplements:

1. **TEMPORARY DISABILITY SUPPLEMENT:** supplement granted by the company when an employee is on sick leave due to accident or illness. In this case, men have been the only recipients of this extra-salary supplement.

GROUP 06: this GROUP is made up of 9 men and 4 women who occupy the positions of OPERATORS, MASONS, WAREHOUSE OPERATORS and FACTORY OPERATORS.

In this group, the effective remuneration is 17%, which indicates that in this case the men in the GROUP receive a salary 17% higher than women and although there is no salary gap, there are two salary supplements that exceed that 25% and they are the following:

1. **PRODUCTION BONUS:** salary supplement that is set according to the results of the work or having achieved the planned objectives. In this case there is a difference of 26% in favor of men.
2. **ON ACCOUNT OF THE AGREEMENT:** salary supplement that is based on seniority, level of education, languages, experience and that is applied according to the Collective Agreement. In this case, this supplement has been received only by men.

If we analyse the average of the amounts equalised by groups, we can see that the total equal remuneration of the workforce as a whole is 31% in favour of men, so here we also find a wage gap, as in the effective amounts.

A gap that is motivated by the masculinization of the company and the sector to which the company is dedicated as it is a concrete beam manufacturing company. This masculinization causes, or rather derives, in the highest ranking positions being occupied by men as there are fewer women in the company and this leads to the salary difference of men as a whole compared to women as a whole.

Therefore, after this analysis, we will analyse the different salary and non-salary supplements, both at a general level and in the different PROFESSIONAL GROUPS that are made up of both men and women, and that there is a salary difference between the two and that causes the so-called wage gap between the sexes.

#### SALARY SUPPLEMENTS:

-**Basic salary:** salary that is set by Collective Agreement depending on the professional category of each of the company's employees. In this case, the difference is 13% in favour of men, which is motivated, as we have explained, to the high number of men compared to the smaller number of women.

-**Plus agreement:** extra amount that the employee receives per hour or day worked. Its amount is fixed and can be added to other corresponding supplements. In this case, the difference is 11% in favour of men, so in general there is no wage difference between the two sexes.

-**Voluntary improvement:** bonus that employees receive for the achievement of different qualitative and/or quantitative objectives regardless of the availability of the employees is a way of encouraging the entire workforce. In this case, the difference is 100%, which means that only men have received it in total.



**-Incentives:** this bonus is granted for the achievement of the objectives set by the company. In this case, the difference is 72% in favor of men, so at a general level there is a greater number of men who receive this supplement, something that is motivated by the large number of men in the company.

**-Production bonus:** supplement that is set according to the results of the work or having achieved the planned objectives. In this case, the difference is 63% in favor of men, so at a general level there is a greater number of men who receive this supplement, something that is motivated by the large number of men in the company.

**-Production:** a supplement that is motivated by achieving certain objectives set, either individually or as a company, regardless of the gender of the person who receives it, here the effort and work of each and every one is valued. In this case, the difference is 78% in favor of men, so at a general level there is a greater number of men who receive this supplement, something that is motivated by the large number of men in the company.

**-On account of the agreement:** salary supplement that is based on seniority, level of education, knowledge of languages, use of tools, etc. and is applied according to the provisions of the Collective Agreement. In this case, the difference is 64% in favor of men, so at a general level there is a greater number of men who receive this supplement, something that is motivated by the large number of men in the company.

Non-salary supplements:

**-Temporary Disability Supplement:** it is 100% in favor of men.

If we continue to analyse the average of the amounts equalised by GROUPS, we observe the following:

GROUP 01: This group is made up of 2 men and 1 woman, with the men occupying the positions of FACTORY DIRECTOR AND MANAGER, while the only woman who makes up this GROUP occupies the position of ADMINISTRATION MANAGER

In this group, the effective remuneration is 64% positive, that is, the average total effective remuneration is 64% higher for men to the detriment of the women who make up this GROUP. This percentage is well above the 25% set out in article 28.3 of the Statute of Workers to speak of the wage gap between the sexes. A difference that is marked, among others, by the 50% reduction in

working hours to which the employee is entitled, which causes a reduction in both the salary and the different salary supplements.

So below we will explain the different differences that exist

Salary supplements:

**BASIC SALARY:** In this case the difference is 17% in favour of men, a difference that is motivated by the fact that the only woman who is part of the GROUP has a reduction in working hours of 50%, which causes her basic salary to be reduced.

**1. INCENTIVES:** this bonus is granted for the achievement of the objectives set by the company. In this case, the difference is 89% in favor of men, that is, the 2 men who are within the GROUP have a higher percentage in this supplement, something that is motivated by the reduction in working hours of the only employee who makes up the GROUP.

**2. PRODUCTION:** a supplement that is motivated by achieving certain objectives set, either individually or in a company, regardless of the gender of the person who receives it, here the effort and work of each and every one is valued. In this case, the difference is 100% in favor of men, that is, the 2 men who are within the GROUP have a higher percentage in this supplement, something that is motivated by the reduction in working hours of the only employee who makes up the GROUP.

**3. ON ACCOUNT OF THE AGREEMENT:** salary supplement that is based on seniority, level of education, knowledge of languages, use of tools, etc. and is applied according to the provisions of the Collective Agreement. In this case, the difference is 44% in favour of men, that is, the 2 men who are within the GROUP have a higher percentage in this supplement, something that is motivated by the reduction in working hours of the only female employee who makes up the GROUP.

GROUP 03: This group is made up of 20 men and 1 woman, with men occupying the positions of TEAM LEADER, LOGISTICS MANAGER, QUALITY TECHNICIAN, COMMERCIAL TECHNICIAN and the only woman occupying the position of GIS TECHNICIAN.

In this group, the effective remuneration is 0%, which indicates that in this GROUP, when the salary equalizations are made, there is no difference in the total of the equalized remuneration. Although there are some supplements that are above that 25%. And they are as follows:

Salary supplements:

1. **BASIC SALARY:** Salary that is set by Collective Agreement according to the GROUP or LEVEL to which the position held within the company belongs. In this case, the basic salary of the only woman is 25% higher than that of the general set of men who make up the same GROUP. This salary difference is largely due to the fact that of the 4 men who make up the GROUP and who occupy the position of QUALITY TECHNICIANS and LOGISTICS MANAGER, two of them have ended their contracts, two of them in the month of May and another in the month of August, so they have not had continuity throughout 2023 and the other 2 have started working in the month of March for which they have not been hired for the whole year either. Hence that average.
2. **VOLUNTARY IMPROVEMENT:** bonus received by the workforce for the achievement of different qualitative and/or quantitative objectives regardless of the availability of employees. In this case it has only been perceived by men.
3. **INCENTIVES:** this bonus is granted for the achievement of the objectives set by the company. In this case it has only been perceived by men.
4. **PRODUCTION BONUS:** salary supplement that is set according to the results of the work or for having achieved the planned objectives. In this case it has only been perceived by men.
5. **PRODUCTION:** supplement that is motivated by achieving certain objectives set either individually or as a company, regardless of the gender of the person who receives it, here the effort and work of each and every one is valued. In this case the difference is -432%, which means that the only woman who makes up the GROUP has mostly received this supplement.
6. **ON ACCOUNT OF THE AGREEMENT:** salary supplement that is based on seniority, level of education, languages, experience, etc. and that is applied according to the Collective Agreement. In this case it has only been received by men.

Non-salary supplements:

1. **TEMPORARY DISABILITY SUPPLEMENT:** Supplement granted by the company when an employee is on leave due to accident or illness. This supplement has only been received by men, being in that sector where this temporary disability has occurred.

GROUP 05: This GROUP is made up of 33 men and 9 women occupying positions of ADMINISTRATIVE, PURCHASING, OPERATOR, FACTORY OPERATOR, METALLURGICAL OPERATOR, SITE OPERATOR, ORGANIZATION ASSISTANT. The positions of administrative, organizational assistant and factory operator are the positions occupied by women.

In this group, the effective remuneration is -3%, which indicates that the only woman in the GROUP has a salary 3% higher than men, although here there is no wage gap, there are salary supplements that exceed that 25% and that deserve adequate justification. And they are as follows:

1. **BASIC SALARY:** Salary that is set by Collective Agreement according to the GROUP or LEVEL to which the position held within the company belongs. In this case, the basic salary of women is 19% higher than that of the men who make up the GROUP. Although this is a high percentage, it is below the 25% set by the regulations to talk about wage inequality, something that is mainly due to the large number of men who are part of this GROUP.
2. **PRODUCTION BONUS:** salary supplement that is set according to the results of the work or having achieved the planned objectives. In this case there is a difference of 60% in favor of the men of the GROUP.
3. **ON ACCOUNT AGREEMENT:** salary supplement that is based on seniority, level of education, languages, experience and that is applied according to the Collective Agreement. In this case, women receive 77% more than men.

Non-salary supplements:

1. **TEMPORARY DISABILITY SUPPLEMENT:** supplement granted by the company when an employee is on sick leave due to accident or illness. In this case, men have been the only recipients of this extra-salary supplement.

GROUP 06: this GROUP is made up of 9 men and 4 women who occupy the positions of OPERATORS, MASONS, WAREHOUSE OPERATORS and FACTORY OPERATORS.

In this group, the effective remuneration is 37%, which indicates that in this case the men in the GROUP receive a salary 37% higher than women, so in this GROUP, when the equalization is carried out, we observe that there is a wage gap and therefore it must be justified.

1. **BASIC SALARY:** Salary that is set by Collective Agreement according to the GROUP or LEVEL to which the position held within the company belongs. In this case, the basic salary of men is 38% higher than that of women who make up the GROUP. In this case, 2 of the women who are part of the GROUP have a contract code 402 (of a fixed duration due to production circumstances), one is from May to August and the other begins and ends in the month of November, hence this difference is generated.

2. **PRODUCTION BONUS:** salary supplement that is set according to the results of the work or having achieved the planned objectives. In this case there is a difference of 35% in favor of the men of the GROUP.
3. **ON ACCOUNT AGREEMENT:** salary supplement that is based on seniority, level of education, languages, experience and that is applied according to the Collective Agreement. In this case it has only been received by men.

Non-salary supplements:

**EXTRA-SALARY BONUS:** It is granted to compensate for expenses that the employee incurs for going to work, which they would not have if they were not working. In this case the difference is 34% in favor of men.

[illegible]

## 2.1.b. IMPORTES EQUIPARADOS

Razón Social: ALVIPRE FACTORY SL - NIF: B99492886

### PERIODO DE REFERENCIA

01-01-23 fecha inicio

31-12-23 fecha fin

	Nº	Nº SC	Nº SC Norm	Nº SC Anualiz	Nº SC Norm y Anualiz	Nº SC Eq	SALARIO BASE Eq	Plus conv.	Mej.vol.	Incen.	Plus prod.	Prod.	A cta. Conv.	Tot COMPLS AL Eq	TOTAL SALARIO Eq	Comp. IT	Plus extr.	Tot Extrasala rial Eq	TOTAL Retrib Eq
<b>TOTAL</b>							13%	11%	100%	72%	63%	78%	64%	55%	31%	100%	10%	19%	31%
Hombre	108	108	48	16	0	64	11.029	1.968	78	677	3.425	1.171	1.599	8.918	19.948	103	1.019	1.122	21.069
Mujer	16	16	3	6	0	9	9.642	1.758	0	188	1.281	253	574	4.054	13.696	0	913	913	14.609
<b>ESCALA 01</b>							9%	8%			37%		56%	27%	16%	100%	10%	20%	16%
Hombre	23	23	5	4	0	9	9.855	1.863	0	0	3.572	0	123	5.557	15.413	120	965	1.084	16.497
Mujer	6	6	0	1	0	1	8.981	1.722	0	0	2.234	24	54	4.033	13.014	0	867	867	13.880
<b>ESCALA 02</b>							33%	31%			49%	100%	100%	46%	38%	100%	28%	39%	38%
Hombre	47	47	20	9	0	29	9.655	1.788	0	0	3.464	131	223	5.606	15.261	151	912	1.063	16.324
Mujer	4	4	0	4	0	4	6.491	1.235	0	0	1.775	0	0	3.010	9.500	0	652	652	10.153
<b>ESCALA 03</b>							0	0	0	0	0	0	0	0	0	0	0	0	0
Hombre	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mujer	1	1	0	1	0	1	556	105	0	0	0	0	0	105	661	0	57	57	718
<b>ESCALA 04</b>							-13%	-19%	100%	69%	100%	46%	75%	61%	24%	100%	-21%	-17%	22%
Hombre	34	34	19	3	0	22	12.927	2.209	249	1.195	3.564	1.824	3.627	12.668	25.595	36	1.157	1.193	26.788
Mujer	4	4	2	0	0	2	14.653	2.640	0	375	0	978	898	4.891	19.544	0	1.395	1.395	20.939
<b>ESCALA 05</b>							14%	17%		48%	100%	100%	39%	57%	37%		18%	18%	37%
Hombre	3	3	3	0	0	3	17.634	2.640	0	2.867	1.232	5.548	8.646	20.933	38.567	0	1.416	1.416	39.983
Mujer	1	1	1	0	0	1	15.249	2.200	0	1.500	0	0	5.265	8.965	24.214	0	1.163	1.163	25.377
<b>ESCALA 06</b>							0	0	0	0	0	0	0	0	0	0	0	0	0
Hombre	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mujer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>ESCALA 07</b>							100%	100%		100%		100%	100%	100%	100%		100%	100%	100%
Hombre	1	1	1	0	0	1	18.299	2.640	0	23.930	0	41.689	10.101	78.361	96.660	0	1.421	1.421	98.081
Mujer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>ESCALA 08</b>																			

As we can see, the company ALVIPRE FACTORY SL has 6 job scales according to the job evaluation tool of the Ministry of Equality, these scales are classified as follows according to the score obtained with the Ministry's tool.

#### SCALE 01: MASON

WAREHOUSE OPERATOR

FACTORY OPERATOR

METALLURGICAL OPERATOR

SITE OPERATOR

PRODUCTION OPERATOR

SPECIALIST LABORER

ORDINARY LABORER

#### SCALE 02: FERRALLISTA

OPERATOR

#### SCALE 03: ORGANIZATION ASSISTANT

#### SCALE 04: TEAM LEADER

LOGISTICS MANAGER  
HEAD OF COMRAS AND LOGISTICS  
SITE MANAGER  
ADMINISTRATIVE  
QUALITY TECHNICIAN  
SALES TECHNICIAN  
GIS TECHNICIAN  
FOREMAN  
SHOPPING

#### SCALE 05: FACTORY MANAGER

ASSEMBLY DIRECTOR  
RESPONSIBLE ADMINISTRATION

#### SCALE 07: MANAGER

If we analyse the average of the effective amounts equalised by scales, we observe that the total equal remuneration of the workforce as a whole is 31% in favour of men, so here we also find a wage gap, as in the effective amounts.

A gap that is motivated by the masculinization of the company and the sector to which the company is dedicated as it is a concrete beam manufacturing company. This masculinization causes, or rather derives, in the highest ranking positions being occupied by men as there are fewer women in the company and this leads to the salary difference of men as a whole compared to women as a whole.

Therefore, after this analysis, we will go on to analyse the different salary and non-salary supplements, both at a general level and in the different SCALES, which are made up of both men and women and that there is a salary difference between the two and that causes the so-called wage gap between the sexes.

#### SALARY SUPPLEMENTS:

-**Basic salary:** salary that is set by Collective Agreement depending on the professional category of each of the company's employees. In this case, the difference is 11% in favour of men, something motivated, as we have explained, to the high number of men compared to the lower number of women.

-**Plus agreement:** extra amount that the employee receives per hour or day worked. Its amount is fixed and can be added to other corresponding supplements. In this case, the difference is 9% in favour of men, so in general there is no wage difference between the two sexes.

-**Voluntary improvement:** bonus that employees receive for the achievement of different qualitative and/or quantitative objectives regardless of the availability of the employees is a way of encouraging the entire workforce. In this case, the difference is 100%, which means that only men have received it in total.

-**Incentives:** this bonus is granted for the achievement of the objectives set by the company. In this case, the difference is 72% in favor of men, so at a general level there is a greater number of men who receive this supplement, something that is motivated by the large number of men in the company.

-**Production bonus:** supplement that is set according to the results of the work or having achieved the planned objectives. In this case, the difference is 67% in favor of men, so in general there is a greater number of men who receive this supplement, something that is motivated by the large number of men in the company.

-**Production:** a supplement that is motivated by achieving certain objectives set, either individually or as a company, regardless of the gender of the person who receives it, here the effort and work of each and every one is valued. In this case, the difference is 78% in favor of men, so at a general level there is a greater number of men who receive this supplement, something that is motivated by the large number of men in the company.

-**On account of the agreement:** salary supplement that is based on seniority, level of education, knowledge of languages, use of tools, etc. and is applied according to the provisions of the Collective Agreement. In this case, the difference is 64% in favor of men, so at a general level there is a greater number of men who receive this supplement, something that is motivated by the large number of men in the company.

Non-salary supplements:

-**Temporary Disability Supplement:** it is 100% in favor of men.



If we continue to analyse the average of the effective amounts equated by SCALES, we observe the following:

SCALE 01: This SCALE is made up of 23 men and 6 women. On this scale, the total average effective remuneration is 4% in favour of men, a difference that is far from the 25% set by the regulations. Even if there is no such gap, we will analyse the different supplements that are above that 25%.

Salary supplements:

1. **PRODUCTION BONUS:** supplement that is set according to the results of the work or for having achieved the planned objectives. In this case the difference is 33% in favor of men.
2. **PRODUCTION:** a supplement that is motivated by achieving certain objectives set, either individually or in a company, regardless of the gender of the person who receives it, here the effort and work of each and every one is valued. In this case the difference is 100% in favor of women.
3. **ON ACCOUNT OF THE AGREEMENT:** salary supplement that is based on seniority, level of education, knowledge of languages, use of tools, etc. and is applied according to the provisions of the Collective Agreement. In this case the difference is 56% in favor of men.

Non-salary supplements:

1. **TEMPORARY DISABILITY SUPPLEMENT:** it is 100% in favor of men.

SCALE 02: This scale is made up of 47 men and 4 women. On this scale, the total average effective remuneration is 64% in favour of men. Therefore, in this scale there is a salary gap, which we will justify below by analysing the different supplements that are received by the staff in this scale.

Salary supplements:

1. **BASE SALARY:** it is the salary that is set by the Collective Agreement depending on the professional level assigned to each of the employees who make up the SCALE, in this case the difference is 60% in favor of men, something that is motivated by the fact that the 4 women who make up the SCALE performing the position of OPERATORS have been hired for circumstances of production for a period of 15 days. which causes their basic salary to be

much lower than that of the rest of the members and if we also take into account the high number of men in the SCALE also influences that average.

2. **PLUS AGREEMENT:** extra amount that the employee receives per hour or day worked. Its amount is fixed and can be added to other corresponding supplements. In this case the difference is 59% in favor of men.
3. **PRODUCTION BONUS:** supplement that is set according to the results of the work or having achieved the planned objectives. In this case the difference is 73% in favor of men.
4. **PRODUCTION:** a supplement that is motivated by achieving certain objectives set, either individually or as a company, regardless of the gender of the person who receives it, here the effort and work of each and every one is valued. In this case the difference is 100% in favor of men.
5. **ON ACCOUNT AGREEMENT:** salary supplement that is based on seniority, level of education, knowledge of languages, use of tools, etc. and is applied according to the provisions of the Collective Agreement. In this case the difference is 100% in favor of men.

Non-salary supplements:

1. **TEMPORARY DISABILITY SUPPLEMENT:** Supplement granted by the company when an employee is on leave due to accident or illness. In this case, only men have received it.
2. **EXTRA-SALARY BONUS:** It is granted to compensate for expenses that the employee incurs for going to work, which they would not have if they were not working. In this case the difference is 57% in favor of men.

SCALE 04: This scale is made up of 34 men and 1 woman. On this scale, the total average effective remuneration is 21%. Therefore, in this SCALE there is no salary gap per se, although there are some salary supplements that are above that 25% and are the following:

1. **VOLUNTARY IMPROVEMENT:** bonus that employees receive for the achievement of different qualitative and/or quantitative objectives regardless of the availability of the employees is a way of encouraging the entire workforce. In this case the difference is 100% in favor of men.
2. **INCENTIVES:** this bonus is granted for the achievement of the objectives set by the company. In this case the difference is 69% in favor of men.
3. **PRODUCTION BONUS:** supplement that is set according to the results of the work or having achieved the planned objectives. In this case the difference is 100% in favor of men.

4. **PRODUCTION:** a supplement that is motivated by achieving certain objectives set, either individually or as a company, regardless of the gender of the person who receives it, here the effort and work of each and every one is valued. In this case the difference is 46% in favor of men.
5. **ON ACCOUNT AGREEMENT:** salary supplement that is based on seniority, level of education, knowledge of languages, use of tools, etc. and is applied according to the provisions of the Collective Agreement. In this case the difference is 75% in favor of men.

SCALE 05: This scale is made up of 3 men and 1 woman. On this scale, the total average effective remuneration is 37% in favor of men. Therefore, in this SCALE there is a salary gap, which we will justify below by analysing the different supplements that are received by the staff in this scale.

1. **INCENTIVES:** This bonus is granted for the achievement of the objectives set by the company. In this case the difference is 48% in favor of men.
2. **PLUS PRODUCTION:** supplement that is set according to the results of the work or the achievement of the planned objectives. In this case the difference is 100% in favor of men.
3. **PRODUCTION:** Supplement that is motivated by achieving certain objectives set, either individually or in a company, regardless of the gender of the person who receives it, here the effort and work of each and every one is valued. In this case the difference is 100% in favor of men.
4. **ON ACCOUNT OF THE AGREEMENT:** salary supplement that is based on seniority, level of studies, knowledge of languages, use of tools, etc. and is applied according to the provisions of the Collective Agreement. In this case the difference is 39% in favor of men.

If we now analyse the averages of the equalised amounts, we find that the average total equal remuneration is 31% higher in the case of men than in the case of women, i.e. the total salary of men as a whole is 31% higher than that of women. so here we also find a wage gap.

A gap that is motivated by the masculinization of the company and the sector to which the company is dedicated as it is a concrete beam manufacturing company. This masculinization causes, or rather derives, in the highest ranking positions being occupied by men as there are fewer women in the company and this leads to the salary difference of men as a whole compared to women as a whole.

Therefore, after this analysis, we will go on to analyse the different salary and non-salary supplements, both at a general level and in the different SCALES, which are made up of both men and women and that there is a salary difference between the two and that causes the so-called wage gap between the sexes.

SCALE 01: This SCALE is made up of 23 men and 6 women. On this scale, the total average effective remuneration is 16% in favour of men, a difference that is far from the 25% set by the regulations. Even if there is no such gap, we will analyse the different supplements that are above that 25%.

Salary supplements:

1. **PRODUCTION BONUS:** supplement that is set according to the results of the work or for having achieved the planned objectives. In this case the difference is 37% in favor of men.
2. **PRODUCTION:** a supplement that is motivated by achieving certain objectives set, either individually or in a company, regardless of the gender of the person who receives it, here the effort and work of each and every one is valued. In this case the difference is 56% in favor of women.

Non-salary supplements:

1. **TEMPORARY DISABILITY SUPPLEMENT:** it is 100% in favor of men.

SCALE 02: This scale is made up of 47 men and 4 women. On this scale, the total average effective remuneration is 38% in favour of men. Therefore, in this scale there is a salary gap, which we will justify below by analysing the different supplements that are received by the staff in this scale.

Salary supplements:

1. **BASE SALARY:** it is the salary that is set by the Collective Agreement depending on the professional level assigned to each of the employees who make up the SCALE, in this case the difference is 33% in favor of men, something that is motivated by the fact that the 4 women who make up the SCALE performing the position of OPERATORS have been hired for production circumstances for a period of 15 days. which causes their basic salary to be much lower than that of the rest of the members and if we also take into account the high number of men in the SCALE also influences that average.
2. **PLUS AGREEMENT:** extra amount that the employee receives per hour or day worked. Its amount is fixed and can be added to other corresponding supplements. In this case the difference is 31% in favor of men.

3. **PRODUCTION BONUS:** supplement that is set according to the results of the work or having achieved the planned objectives. In this case the difference is 49% in favor of men.
4. **PRODUCTION:** a supplement that is motivated by achieving certain objectives set, either individually or as a company, regardless of the gender of the person who receives it, here the effort and work of each and every one is valued. In this case the difference is 100% in favor of men.
5. **ON ACCOUNT AGREEMENT:** salary supplement that is based on seniority, level of education, knowledge of languages, use of tools, etc. and is applied according to the provisions of the Collective Agreement. In this case the difference is 100% in favor of men.

Non-salary supplements:

3. **TEMPORARY DISABILITY SUPPLEMENT:** Supplement granted by the company when an employee is on leave due to accident or illness. In this case, only men have received it.
4. **EXTRA-SALARY BONUS:** It is granted to compensate for expenses that the employee incurs for going to work, which they would not have if they were not working. In this case the difference is 28% in favor of men.

SCALE 04: This scale is made up of 34 men and 1 woman. On this scale, the total average effective remuneration is 22%. Therefore, in this SCALE there is no salary gap per se, although there are some salary supplements that are above that 25% and are the following:

1. **VOLUNTARY IMPROVEMENT:** bonus that employees receive for the achievement of different qualitative and/or quantitative objectives regardless of the availability of the employees is a way of encouraging the entire workforce. In this case the difference is 100% in favor of men.
2. **INCENTIVES:** this bonus is granted for the achievement of the objectives set by the company. In this case the difference is 69% in favor of men.
3. **PRODUCTION BONUS:** supplement that is set according to the results of the work or having achieved the planned objectives. In this case the difference is 100% in favor of men.
4. **PRODUCTION:** a supplement that is motivated by achieving certain objectives set, either individually or as a company, regardless of the gender of the person who receives it, here the effort and work of each and every one is valued. In this case the difference is 46% in favor of men.
5. **ON ACCOUNT AGREEMENT:** salary supplement that is based on seniority, level of education, knowledge of languages, use of tools, etc. and is applied according to the provisions of the Collective Agreement. In this case the difference is 75% in favor of men.

SCALE 05: This scale is made up of 3 men and 1 woman. On this scale, the total average effective remuneration is 37% in favor of men. Therefore, in this SCALE there is a salary gap, which we will justify below by analysing the different supplements that are received by the staff in this scale.

1. **INCENTIVES:** This bonus is granted for the achievement of the objectives set by the company. In this case the difference is 48% in favor of men.
2. **PLUS PRODUCTION:** supplement that is set according to the results of the work or the achievement of the planned objectives. In this case the difference is 100% in favor of men.
3. **PRODUCTION:** Supplement that is motivated by achieving certain objectives set, either individually or in a company, regardless of the gender of the person who receives it, here the effort and work of each and every one is valued. In this case the difference is 100% in favor of men.
4. **ON ACCOUNT OF THE AGREEMENT:** salary supplement that is based on seniority, level of studies, knowledge of languages, use of tools, etc. and is applied according to the provisions of the Collective Agreement. In this case the difference is 39% in favor of men.

After all that has been analysed, it can be said that in ALVIPRE FACTORY SL and analysed the medians we would be facing a positive wage gap, which means that both in the effective and in the equivalent amounts received by the total workforce when disaggregated by sex, it is obtained that the male group receives 31% more salary compared to the female sector. Something that is mainly motivated by the masculinization of the company as indicated at the beginning of this analysis.

Since this masculinization contributes to the fact that the positions that are of greater importance are occupied to a greater extent by the male sector.

So for all these reasons, ALVIPRE FACTORY SL has drawn up an Action Plan for the reduction of possible wage gaps and it is as follows:

### **Action plan for the reduction of wage gaps.**

The analysis of the average salaries of men and women indicates that in the society studied in this report there is a wage gap (difference equal to or greater than 25%) both in terms of the effective amounts received and in terms of the amounts equalized or analyzed.

Therefore, after this analysis and its result, an action plan has been drawn up to reduce the salary differences that exist between men and women in each of the professional categories contained in the professional classification or in each of the assessment scales by the job evaluation system.

This action plan indicates different objectives. In particular, the objectives derived from the salary register and the remuneration audit report are as follows.

## Proposal of measures.

The company undertakes to implement the following measures with the aim of encouraging the hiring of the under-represented sex, in this case, a greater number of women, always taking into account the reality of the concrete beam manufacturing sector where the presence of the male sex is much greater.

It also expresses the commitment to ensure that jobs of equal value are remunerated with equal salaries regardless of the sex of the person who performs them.

### SPECIFIC OBJECTIVE 1:

- Guarantee equal treatment and opportunities in the different types of contracting.

MEASUREMENT	INDICATORS	PERSON RESPONSIBLE	CALENDAR
Take Action positive of that, in equivalent conditions of suitability and competence whether men or women access to vacancies in positions in the wha t Are Underrepresented. in the face of a same meritocracy.	Processes of selection Made and Candidates Selected	JUAN CARLOS ESCOLANO PUEYO	Since the implementation of the Plan

#### SPECIFIC OBJECTIVE 2:

- Guarantee objectivity and non-discrimination in promotion and promotions.
- Improve the possibilities of promotion of the workforce.

MEASUREMENT	INDICATORS	PERSON RESPONSIBLE	CALENDAR
Carry out since the perspective of gender, a procedure of promotion: the contents, tools and criteria that Govern the evaluation of Competences.	Procedure of Written Promotion	JUAN CARLOS ESCOLANO PUEYO	Since the implementation of the Plan
The worker will be informed about the reasons of the rejection for Promoting, guiding it on positions to which could opt for your profile, areas of improvement, training necessary and highlighting its Qualities	The communication stating the reasons of rejection	JUAN CARLOS ESCOLANO PUEYO	Since the implementation of the Plan

#### SPECIFIC OBJECTIVE 3:



- Guarantee equal pay for the performance of work of equal value.

MEASURE MENT	INDICATORS	PERSON RESPONSIBLE	CALENDAR
<p>Carry out registration Wage</p> <p>annual of the parts what</p> <p>Compose the wage of the</p> <p>origin of the Amounts</p> <p>Distinguishing between Fixed and</p> <p>variable, depending on the</p> <p>Categories Professional</p> <p>Posts or Functions for</p> <p>correct the elements what</p> <p>Can produce one</p> <p>treatment discriminatory</p> <p>in remuneration.</p>	<p>The own registration</p> <p>Wage</p>	<p>JUAN CARLOS ESCOLANO PUEYO</p>	<p>Since the implementation of the Plan.</p>
<p>Inform in the case of what</p> <p>there are changes in the criterion</p> <p>accrual of the different</p> <p>Accessories Wage of</p> <p>The positions feminized or</p> <p>masculinized to verify</p> <p>what Obey to criteria</p> <p>Objectives</p>	<p>The communication</p> <p>Performed to the</p> <p>Hardworking people</p>	<p>JUAN CARLOS ESCOLANO PUEYO</p>	<p>Since the implementation of the Plan.</p>

In the event that a gap Wage in some department superior the 20%, the company will file measure ment Corrective what correct this inequality.	Measures in place to mitigate the gap	JUAN CARLOS ESCOLANO PUEYO	Since the implementation of the Plan.
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## SCHEDULE OF ACTIONS

### CODE OF POSITIVE ACTION:

~~**POSITIVE ACTION:** Establish a monitoring system to ensure the objective implementation of the wage policy~~

### DEVELOPMENT AND ACTION PLAN:

Revising the definition of the remuneration policy so that it does not have unconscious gender biases could prevent or hinder women's equal remuneration. To this end, it is advisable to establish an order of remuneration elements classified by positions of equal value, in which it specifies, at least, the band of basic salaries according to the agreement, complements and bonuses, variable remuneration and in kind according to positions of equal value.

Recipients	Monitoring/HR Committee
Responsible person(s)	Head of Equality
Coordinates	Head of Equality
Material resources	Those that are necessary to execute the action

Communication	Typical company channels		
Indicators (disaggregated by sex where relevant)	Identification of the company's remuneration concepts.		
Timing	Since the implementation of the Plan (1 Quarter 2024)		
Control and monitoring	Assessment of requirements from the perspective of gender		
EVALUATION AND MONITORING			
Degree of compliance with indicators	High	Middle	Low
Results			
Date of completion			
Minutes of committee no.			

#### **CODE OF POSITIVE ACTION:**

**POSITIVE ACTION:** Preparation of the remuneration register incorporating the levels resulting from the remuneration audit.

#### **DEVELOPMENT AND ACTION PLAN:**

Preparation of the annual remuneration register after the results obtained in the job assessment carried out in the Remuneration Audit. The register will take into account the valuation of the positions, the positions of equal value found in the Audit, as well as the different professional categories disaggregated by gender, as stated in RD 902/2020.

Recipients	Monitoring/HR Committee		
Responsible person(s)	Head of Equality		
Coordinates	Head of Equality		
Material resources	Those that are necessary to execute the action		
Communication	Management and Heads of Departments		
Indicators (disaggregated by sex where relevant)	Preparation of the remuneration register in accordance with the legislation, including the gap for all salary concepts.		
Timing	Since the implementation of the Equal Plan (1Quarter 2024)		
Control and monitoring	Assessment of requirements from the perspective of gender		
EVALUATION AND MONITORING			
Degree of compliance with indicators	High	Middle	Low
Results			
Date of completion			
Minutes of committee no.			

## Remuneration Analysis

### METHODOLOGY OF THE REMUNERATION REGISTER.

The remuneration register of VIALS I MEDI AMBIENTS SA has been carried out following the guidelines indicated in the Technical Guide for carrying out remuneration audits referred to in the Third Additional Provision of RD 902/2020, of 13 October, on equal pay between women and men.

#### Period analyzed:

The period analysed in the remuneration register has been the full calendar year 2023.

Inclusion of average salary values, salary supplements and non-salary payments.

RD 902/2020, of 13 October, on equal pay between women and men in its article 5 describes the general rules on the remuneration register indicating the following:

"The remuneration register must include the average values of the salaries, salary supplements and non-salary payments of the workforce disaggregated by sex and distributed in accordance with the provisions of article 28.3 of the Workers' Statute."

#### Inclusion of effective and equivalent amounts:

- Effective amounts: For the calculation, the effective amounts corresponding to the remuneration paid to each person and for each of their different contractual situations are considered.

It is considered that there are different contractual situations when there are changes in job, contractual modality, type of working day, remuneration, etc. and so on.

- Equated amounts: For this calculation, the amount resulting from equating the amount received to 100% of the annual working day by annualizing the effective salary data is considered.

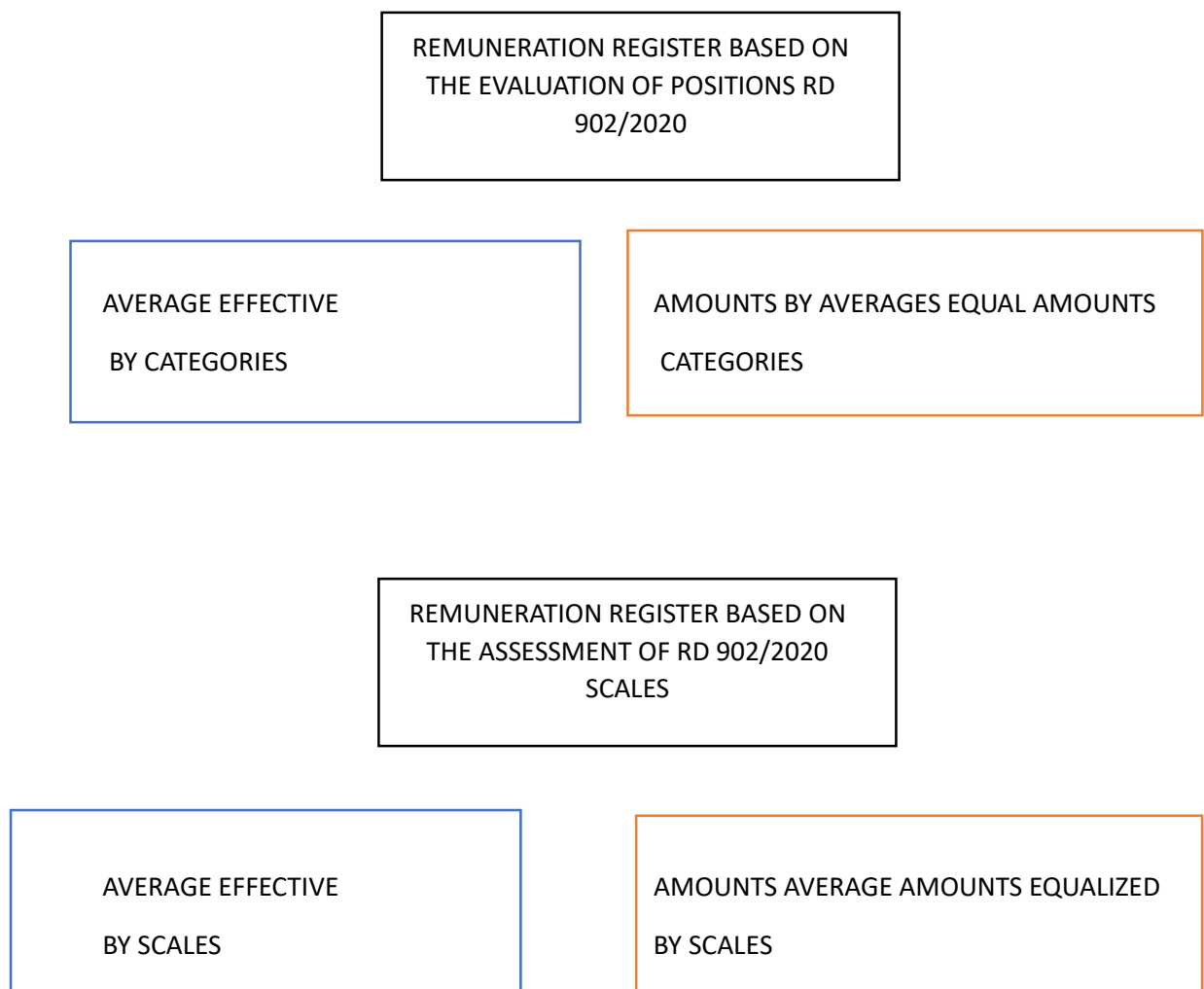
The use of effective amounts received for each of the different contractual situations in the year generates differences in the result since, if a person has remained only part of the year in the professional category being analysed, he or she will appear in the register with that amount received throughout the year.

These differences are corrected in the analysis of equated amounts, in which the amounts received are analysed.

- Obligation to register by professional categories or groups and by groups of positions of equal value.

Article 6.a) of RD 902/2020 states "The register must also reflect the arithmetic averages and medians of the groupings of jobs of equal value in the company, in accordance with the results of the job valuation described in articles 4 and 8.1. a) Even if they belong to different sections of the professional classification, broken down by sex and disaggregated in accordance with the provisions of the aforementioned article 5.2."

For this reason, this audit report presents 4 analyses that allow us to identify the salary differences between women and men, as well as the possible existence of unjustified salary gaps in some of the groupings of positions of equal value.



Professional classification, remuneration and remuneration audit.

The company has carried out the evaluation of jobs according to the tool of the Ministry of Equality. It has also carried out the remuneration register in accordance with the tool of the Ministry of Equality (arithmetic average of the total effective salary, salary supplements, as well as the median average by professional groups, average equated amounts, as well as the average of equated medians).

There are 11 jobs in the company and they are as follows:

- MANAGER
- ADMINISTRATION MANAGER
- GROUP LEADER
- SITE MANAGER
- PRODUCTION MANAGER
- FOREMAN
- STUDIES TECHNICIAN
- GIS TECHNICIAN
- MANAGER
- ADMINISTRATIVE
- SITE OPERATOR

The staff is in the Professional Group that corresponds to them according to the current Collective Agreement; GROUP 02, GROUP 03, GROUP 04, GROUP 06, GROUP 07, GROUP 08.

As we can see, with regard to the average of the effective and gender-matched amounts, it can be seen that there is a wage gap, since the total effective remuneration of the workforce as a whole, both in average effective amounts and in equivalent effective amounts, is 45% positive, which means that men are receiving 45% more salary as a whole than women.

This difference is largely due to the fact that the company VIALS I MEDI AMBIENTS SA is a company dedicated to the construction and public works sector, so most of the positions are occupied by men as it is a very masculinized sector, something that also happens within the company since the workforce is made up of 21 men and 9 women.

A difference that is also motivated by the different salary supplements that the staff receives depending on their job, professional category, performance, hours worked, level of danger, etc. This also increases the difference between men and women.

In this case, the different salary supplements they receive are as follows:

- 1.PLUS AGREEMENT
2. HOLIDAYS
- 3.PLUS PRODUCTION
4. GRATIFICATION
- 5.PRODUCTION
6. SUMMER PAY
7. CHRISTMAS PAY
8. ON ACCOUNT OF THE AGREEMENT
- 9.PLUS TRANSPORTATION

The different non-salary supplements are as follows:

1. TEMPORARY DISABILITY SUPPLEMENT
2. EXTRA-SALARY BONUS
3. DIETS
4. LOCOMOTION EXPENSES
5. PLUS TOOL WEAR

**1.1.a. IMPORTES  
EFFECTIVOS  
Promedios**

**Razón Social: VIALS I MEDIO AMBIENT SA - NIF: A650067381**

**PERIODO DE REFERENCIA**

01-01-23	fecha inicio				
31-12-23	fecha fin				



	Nº	Nº SC	SALARIO BASE Ef	Plus conv.	Vac.	Plus prod.	Grat.	Prod.	Pag.ver	Pag.na v.	A cta.Con v.	Plus Transp.	Tot COMP L.SAL	TOTAL SALARIO IO Ef	Comp. IT	Plus extr.	Dietas	Gstos. Loc.	Plus des. Herr.	Tot Extras alarial	TOTAL Retrib Ef
<b>TOTAL</b>			<b>27%</b>	31%	17%	80%	100%	91%	-26%	-129%	45%	22%	<b>51%</b>	<b>43%</b>	100%	100%	100%	100%	100%	<b>100%</b>	<b>45%</b>
Hombre	21	21	9.663	5.959	1.170	1.684	3.304	2.590	317	440	3.212	1.317	19.994	<b>29.656</b>	15	448	8	439	14	924	<b>30.580</b>
Mujer	9	9	7.077	4.096	970	330	0	223	400	1.009	1.761	1.023	9.812	<b>16.889</b>	0	0	0	0	0	0	<b>16.889</b>
	Nº	Nº SC	SALARIO BASE Ef	Plus conv.	Vac.	Plus prod.	Grat.	Prod.	Pag.ver	Pag.na v.	A cta.Con v.	Plus Transp.	Tot COMP L.SAL	TOTAL SALARIO IO Ef	Comp. IT	Plus extr.	Dietas	Gstos. Loc.	Plus des. Herr.	Tot Extras alarial	TOTAL Retrib Ef
<b>IRUPO 01</b>																					
Hombre	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mujer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>IRUPO 02</b>			<b>100%</b>	100%	100%	100%			100%	100%	100%	100%	<b>100%</b>	<b>100%</b>							<b>100%</b>
Hombre	5	5	8.078	5.380	1.207	4.154	0	0	814	1.306	375	1.183	14.420	<b>22.498</b>	0	0	0	0	0	0	<b>22.498</b>
Mujer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>IRUPO 03</b>																					
Hombre	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mujer	2	2	1.130	558	65	0	0	16	0	327	125	163	1.254	<b>2.384</b>	0	0	0	0	0	0	<b>2.384</b>
<b>IRUPO 04</b>			<b>-8%</b>	-3%	-84%	100%		79%	56%	-73%	-26%	-1%	<b>-2%</b>	<b>-4%</b>	100%				100%	<b>100%</b>	<b>-3%</b>
Hombre	4	4	8.462	5.284	757	106	0	1.472	649	679	2.206	1.305	12.457	<b>20.918</b>	81	0	0	0	71	152	<b>21.071</b>
Mujer	4	4	9.100	5.433	1.395	0	0	307	288	1.174	2.785	1.315	12.697	<b>21.797</b>	0	0	0	0	0	0	<b>21.797</b>
<b>IRUPO 05</b>			<b>-2%</b>	-5%	44%	83%					23%	-28%	<b>23%</b>	<b>14%</b>							<b>14%</b>
Hombre	1	1	11.501	6.658	2.683	8.882	0	0	0	0	2.568	1.375	22.166	<b>33.667</b>	0	0	0	0	0	0	<b>33.667</b>
Mujer	2	2	11.682	6.986	1.509	1.485	0	372	1.222	1.866	1.980	1.757	17.176	<b>28.858</b>	0	0	0	0	0	0	<b>28.858</b>
<b>IRUPO 06</b>			<b>83%</b>	99%	100%	100%	100%	100%			89%	92%	<b>97%</b>	<b>93%</b>							<b>93%</b>
Hombre	8	8	9.895	6.055	919	660	6.500	1.346	0	0	4.639	1.328	21.448	<b>31.343</b>	0	0	0	0	0	0	<b>31.343</b>
Mujer	1	1	1.673	43	0	0	0	0	0	0	504	111	658	<b>2.331</b>	0	0	0	0	0	0	<b>2.331</b>
<b>IRUPO 07</b>			<b>100%</b>	100%	100%			100%			100%	100%	<b>100%</b>	<b>100%</b>							<b>100%</b>
Hombre	1	1	15.029	8.701	3.180	0	0	2.273	0	0	12.507	1.786	28.447	<b>43.476</b>	0	0	0	0	0	0	<b>43.476</b>
Mujer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>IRUPO 08</b>			<b>100%</b>	100%	100%			100%	100%		100%	100%	<b>100%</b>	<b>100%</b>			100%	100%	100%	<b>100%</b>	<b>100%</b>
Hombre	2	2	11.491	6.652	1.149	0	8.691	17.729	0	0	2.283	1.367	37.870	<b>49.361</b>	0	4.699	85	4.614	0	9.399	<b>58.760</b>
Mujer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

### 2.1.a. IMPORTES EQUIPARADOS Promedios

Razón Social: VIALS I MEDI AMBIENT SA - NIF: A650067381

PERIODO DE REFERENCIA

01-01-23 fecha inicio

31-12-23 fecha fin

	Nº	Nº SC	Nº SC Norm	Nº SC Anualiz	Nº SC Norm y Anualiz	Nº SC Eq	SALARIO BASE Eq	Plus conv.	Vac.	Plus prod.	Grat.	Prod.	Pag.ver	Pag.na v.	A cta.Con v.	Plus Transp.	Tot COMPLS AL Eq	TOTAL SALARIO Eq	Comp.IT	Plus extr.	Dietas	Gstos. Loc.	Plus des. Herr.	Tot Extras alarial Eq	TOTAL Retrib Eq
<b>TOTAL</b>							<b>18%</b>	40%	17%	80%	100%	93%	-7%	-99%	29%	24%	<b>52%</b>	<b>41%</b>	100%	100%	100%	100%	100%	<b>100%</b>	<b>42%</b>
Hombre	21	21	0	3	0	3	11.364	6.965	1.170	1.684	3.304	3.425	374	507	3.416	1.544	22.389	<b>33.753</b>	15	448	8	439	14	924	<b>34.677</b>
Mujer	9	9	1	1	0	2	9.332	4.154	970	330	0	224	400	1.009	2.436	1.172	10.695	<b>20.027</b>	0	0	0	0	0	0	<b>20.027</b>
	Nº	Nº SC	Nº SC Norm	Nº SC Anualiz	Nº SC Norm y Anualiz	Nº SC Eq	SALARIO BASE Eq	Plus conv.	Vac.	Plus prod.	Grat.	Prod.	Pag.ver	Pag.na v.	A cta.Con v.	Plus Transp.	Tot COMPLS AL Eq	TOTAL SALARIO Eq	Comp.IT	Plus extr.	Dietas	Gstos. Loc.	Plus des. Herr.	Tot Extras alarial Eq	TOTAL Retrib Eq
<b>IRUPO 01</b>																									
Hombre	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mujer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>IRUPO 02</b>							<b>100%</b>	100%	100%	100%			100%	100%	100%	100%	<b>100%</b>	<b>100%</b>							<b>100%</b>
Hombre	5	5	0	0	0	0	8.078	5.380	1.207	4.154	0	0	814	1.306	375	1.183	14.420	<b>22.498</b>	0	0	0	0	0	0	<b>22.498</b>
Mujer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>IRUPO 03</b>																									
Hombre	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mujer	2	2	1	0	0	1	1.208	561	65	0	0	22	0	327	132	163	1.269	<b>2.477</b>	0	0	0	0	0	0	<b>2.477</b>
<b>IRUPO 04</b>							<b>16%</b>	19%	-84%	100%		79%	70%	-14%	-26%	21%	<b>15%</b>	<b>15%</b>	100%				100%	<b>100%</b>	<b>16%</b>
Hombre	4	4	0	1	0	1	10.803	6.718	757	106	0	1.472	947	1.027	2.206	1.661	14.894	<b>25.697</b>	81	0	0	0	71	152	<b>25.850</b>
Mujer	4	4	0	0	0	0	9.100	5.433	1.395	0	0	307	288	1.174	2.785	1.315	12.697	<b>21.797</b>	0	0	0	0	0	0	<b>21.797</b>
<b>IRUPO 05</b>							<b>-2%</b>	-5%	44%	83%						23%	<b>23%</b>	<b>14%</b>							<b>14%</b>
Hombre	1	1	0	0	0	0	11.501	6.658	2.683	8.882	0	0	0	0	2.568	1.375	22.166	<b>33.667</b>	0	0	0	0	0	0	<b>33.667</b>
Mujer	2	2	0	0	0	0	11.682	6.986	1.509	1.485	0	372	1.222	1.866	1.980	1.757	17.176	<b>28.858</b>	0	0	0	0	0	0	<b>28.858</b>
<b>IRUPO 06</b>							<b>-87%</b>	92%	100%	100%	100%	100%			-35%	7%	<b>63%</b>	<b>12%</b>							<b>12%</b>
Hombre	8	8	0	1	0	1	11.678	7.103	919	660	6.500	1.346	0	0	4.874	1.566	22.968	<b>34.646</b>	0	0	0	0	0	0	<b>34.646</b>
Mujer	1	1	0	1	0	1	21.814	562	0	0	0	0	0	0	6.566	1.449	8.577	<b>30.391</b>	0	0	0	0	0	0	<b>30.391</b>
<b>IRUPO 07</b>							<b>100%</b>	100%	100%			100%			100%	100%	<b>100%</b>	<b>100%</b>							<b>100%</b>
Hombre	1	1	0	0	0	0	15.029	8.701	3.180	0	0	2.273	0	0	12.507	1.786	28.447	<b>43.476</b>	0	0	0	0	0	0	<b>43.476</b>
Mujer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>IRUPO 08</b>							<b>100%</b>	100%	100%			100%	100%		100%	100%	<b>100%</b>	<b>100%</b>			100%	100%	100%	<b>100%</b>	<b>100%</b>
Hombre	2	2	0	1	0	1	17.540	10.154	1.149	0	8.691	26.495	0	0	3.492	2.090	52.071	<b>69.811</b>	0	4.699	85	4.614	0	9.399	<b>79.010</b>
Mujer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

**1.1.b. IMPORTES  
EFFECTIVOS  
Promedios**

Razón Social: VIALS I MEDI AMBIENT SA - NIF: A650067381

PERIODO DE REFERENCIA

01-01-23 fecha inicio

31-12-23 fecha fin

Nº	Nº SC	SALARIO BASE Ef	Plus conv.	Vac.	Plus prod.	Grat.	Prod.	Pag.ver	Pag.na v.	A cta.Con v.	Plus Transp.	Tot COMPL. SAL Ef	TOTAL SALARIO Ef	Comp. IT	Plus extr.	Dietas	Gstos. Loc.	Plus des. Herr.	Tot Extras alarial	TOTAL Retrib Ef
<b>TOTAL</b>		<b>27%</b>	<b>31%</b>	<b>17%</b>	<b>80%</b>	<b>100%</b>	<b>91%</b>	<b>-26%</b>	<b>-129%</b>	<b>45%</b>	<b>22%</b>	<b>51%</b>	<b>43%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>45%</b>
Hombre	21	9.663	5.959	1.170	1.684	3.304	2.590	317	440	3.212	1.317	19.994	29.656	15	448	8	439	14	924	30.580
Mujer	9	7.077	4.096	970	330	0	223	400	1.009	1.761	1.023	9.812	16.889	0	0	0	0	0	0	16.889
Nº	Nº SC	SALARIO BASE Ef	Plus conv.	Vac.	Plus prod.	Grat.	Prod.	Pag.ver	Pag.na v.	A cta.Con v.	Plus Transp.	Tot COMPL. SAL Ef	TOTAL SALARIO Ef	Comp. IT	Plus extr.	Dietas	Gstos. Loc.	Plus des. Herr.	Tot Extras alarial	TOTAL Retrib Ef
<b>ESCALA 01</b>																				
Hombre	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mujer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>ESCALA 02</b>																				
Hombre	5	8.078	5.380	1.207	4.154	0	0	814	1.306	375	1.183	14.420	22.498	0	0	0	0	0	0	22.498
Mujer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>ESCALA 03</b>																				
Hombre	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mujer	2	1.130	558	65	0	0	16	0	327	125	163	1.254	2.384	0	0	0	0	0	0	2.384
<b>ESCALA 04</b>																				
Hombre	13	9.578	5.864	1.005	1.122	4.000	1.281	200	209	3.731	1.324	18.737	28.314	25	0	0	0	22	47	28.361
Mujer	6	8.001	4.619	1.134	34	0	235	599	986	2.359	1.145	11.111	19.112	0	0	0	0	0	0	19.112
<b>ESCALA 05</b>																				
Hombre	1	15.029	8.701	3.180	0	0	2.273	0	0	12.507	1.786	28.447	43.476	0	0	0	0	0	0	43.476
Mujer	1	13.429	8.031	1.797	2.765	0	564	0	2.516	1.448	2.013	19.133	32.562	0	0	0	0	0	0	32.562
<b>ESCALA 06</b>																				
Hombre	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mujer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>ESCALA 07</b>																				
Hombre	2	11.491	6.652	1.149	0	8.691	17.729	0	0	2.283	1.367	37.870	49.361	0	4.699	85	4.614	0	9.399	58.760
Mujer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

**2.1.b. IMPORTES  
EQUIPARADOS**

Razón Social: VIALS I MEDI AMBIENT SA - NIF: A650067381

PERIODO DE REFERENCIA

01-01-23 fecha inicio

31-12-23 fecha fin

	Nº	Nº SC	Nº SC Norm	Nº SC Anualiz	Nº SC Norm y Anualiz	Nº SC Eq	SALARIO BASE Eq	Plus conv.	Vac.	Plus prod.	Grat.	Prod.	Pag.ver	Pag.nav	A cta.Con v.	Plus Transp.	Tot COMPLS AL Eq	TOTAL SALARIO Eq	Comp. IT	Plus extr.	Dietas	Gstos. Loc.	Plus des. Herr.	Tot Extrasalarial Eq	TOTAL Retrib Eq
TOTAL							18%	40%	17%	80%	100%	93%	-7%	-99%	29%	24%	52%	41%	100%	100%	100%	100%	100%	100%	42%
Hombre	21	21	0	3	0	3	11.364	6.965	1.170	1.684	3.304	3.425	374	507	3.416	1.544	22.389	33.753	15	448	8	439	14	924	34.677
Mujer	9	9	1	1	0	2	9.332	4.154	970	330	0	224	400	1.009	2.436	1.172	10.695	20.027	0	0	0	0	0	0	20.027
	Nº	Nº SC	Nº SC Norm	Nº SC Anualiz	Nº SC Norm y Anualiz	Nº SC Eq	SALARIO BASE Eq	Plus conv.	Vac.	Plus prod.	Grat.	Prod.	Pag.ver	Pag.nav	A cta.Con v.	Plus Transp.	Tot COMPLS AL Eq	TOTAL SALARIO Eq	Comp. IT	Plus extr.	Dietas	Gstos. Loc.	Plus des. Herr.	Tot Extrasalarial Eq	TOTAL Retrib Eq
ESCALA 01																									
Hombre	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mujer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ESCALA 02							100%	100%	100%	100%			100%	100%	100%	100%	100%	100%							100%
Hombre	5	5	0	0	0	0	8.078	5.380	1.207	4.154	0	0	814	1.306	375	1.183	14.420	22.498	0	0	0	0	0	0	22.498
Mujer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ESCALA 03																									
Hombre	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mujer	2	2	1	0	0	1	1.208	561	65	0	0	22	0	327	132	163	1.269	2.477	0	0	0	0	0	0	2.477
ESCALA 04							0%	32%	-13%	97%	100%	82%	-106%	-212%	13%	13%	39%	25%	100%				100%	100%	25%
Hombre	13	13	0	2	0	2	11.395	6.960	1.005	1.122	4.000	1.281	291	316	3.875	1.580	20.422	31.817	25	0	0	0	22	47	31.864
Mujer	6	6	0	1	0	1	11.358	4.706	1.134	34	0	235	599	986	3.369	1.368	12.431	23.788	0	0	0	0	0	0	23.788
ESCALA 05							11%	8%	43%			75%			88%	-13%	33%	25%							25%
Hombre	1	1	0	0	0	0	15.029	8.701	3.180	0	0	2.273	0	0	12.507	1.786	28.447	43.476	0	0	0	0	0	0	43.476
Mujer	1	1	0	0	0	0	13.429	8.031	1.797	2.765	0	564	0	2.516	1.448	2.013	19.133	32.562	0	0	0	0	0	0	32.562
ESCALA 06																									
Hombre	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mujer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ESCALA 07							100%	100%	100%		100%	100%			100%	100%	100%	100%		100%	100%	100%		100%	100%
Hombre	2	2	0	1	0	1	17.540	10.154	1.149	0	8.691	26.495	0	0	3.492	2.090	52.071	69.611	0	4.699	85	4.614	0	9.399	79.010
Mujer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

If we analyse the average of the effective amounts and those equated by the GROUPS in which there is representation of both sexes, we will see the following:

**GROUP 04**, which is made up of 4 men and 4 women. Here the total effective remuneration of the GROUP is 3% negative, which means that in this GROUP the salary of women is 3% higher than that of men. Although there is no wage gap, in this case there are a series of supplements that are above 25% and that must be duly justified. They are as follows:

1. **VACATIONS:** Salary supplement that is determined by each of the professional levels and categories. In this case, the difference is 84% negative, which means that women receive this supplement in a higher percentage.
2. **PRODUCTION BONUS:** Salary supplement that is set according to the results of the work or having achieved the planned objectives. In this case, the difference is 100% in favor of men, who are the ones who have received this supplement.
3. **SUMMER PAY:** Salary supplement that has a maturity of more than one month. Its amount is calculated based on the amount reflected in the Agreement plus the seniority that corresponds to be applied. In this case the difference is 56% in favor of men.
4. **CHRISTMAS PAY:** Salary supplement that has a maturity of more than one month. Its amount is calculated based on the amount reflected in the Agreement plus the seniority that corresponds to be applied. In this case the difference is -73% in favour of the women of the GROUP.
5. **ON ACCOUNT AGREEMENT:** Salary supplement that is based on seniority, level of studies, level of languages, use of tools, etc. In this case the difference is -26% in favor of women.

Non-salary supplements:

1. **TEMPORARY DISABILITY SUPPLEMENT:** Amount of money that the company adds to the payroll of the worker who is on leave. In this case, the difference is 100% in favor of men.
2. **TOOL WEAR PLUS:** Supplement that tries to compensate for the expense that it entails for the worker by providing their own tools to carry out the company's own work. In this case, only men are paid.

**GROUP 05** which is made up of 1 man and 2 women. Here the total effective remuneration of the GROUP is 14% positive, which means that in this GROUP the salary of men is 14% higher than that

of women. Although there is no wage gap, in this case there are a series of supplements that are above 25% and that must be duly justified. They are as follows:

1. VACATIONS: Supplement that is determined by each of the professional levels and categories. In this case, the difference is 44% positive, so this supplement has been received in a higher percentage by the only man who is part of this GROUP.
2. PRODUCTION BONUS: Salary supplement that is set according to the results of the work or for having achieved the planned objectives. In this case the difference is 83% in favor of the only man who makes up the GROUP.
3. PRODUCTION: Salary supplement that is set according to the results of the work or for having achieved certain objectives. In this case the difference is 100% in favor of women.
4. SUMMER PAY: Salary supplement that has a maturity of more than one month. Its amount is calculated based on the amount reflected in the Agreement plus the seniority that corresponds to be applied. In this case the difference is 100% in favor of women.
5. CHRISTMAS PAY: Salary supplement that has a maturity of more than one month. Its amount is calculated based on the amount reflected in the Agreement plus the seniority that corresponds to be applied. In this case the difference is 100% in favor of women.
6. TRANSPORT BONUS: Salary supplement paid to supplement and compensate for travel expenses from home to work and vice versa. In this case the difference is -28% in favor of women.

**GROUP 06** which is made up of 8 men and 1 woman. Here the total effective remuneration of the GROUP is 93% positive, which means that in this GROUP the salary of men is 93% higher than that of the only woman who makes up the GROUP. In this GROUP there is a very high salary difference, something that is due to the fact that the only woman who is part of the GROUP ended her relationship with the company on 28.01.23, so she only had an employment relationship with it for the first 28 days of the year, hence the very high difference that we see both in the total effective remuneration of the GROUP as a whole and the differences in the different supplements that are received by the employees in this GROUP, which we will explain below.

1. BASIC SALARY: Salary that is set by Agreement depending on each level/category or professional position. In this case, due to the short time that the only female worker who is part of the GROUP in the company has remained at the date of the audit, the difference is 83% in favour of men.
2. PLUS AGREEMENT: Salary supplement that has a maturity of more than one month. Its amount is calculated based on the amount reflected in the Agreement plus the seniority that corresponds to be applied. In this case the difference is 99% positive.

3. VACATIONS: Supplement that is determined by each of the professional levels and categories. The difference is 100% in favor of men.
4. PRODUCTION BONUS: Salary supplement that is set according to the results of the work or for having achieved the planned objectives. In this case the difference is 100% in favor of men.
5. BONUS: Salary supplement with a periodic maturity that is paid once a year and is calculated in accordance with the Collective Agreement plus the seniority that applies to be applied.
6. PRODUCTIVITY: This is due to having achieved certain objectives set, either individually or at the level of company or department, regardless of the gender of the person who receives it, the effort and dedication of the worker is valued. In this case the difference is 100% positive, so here the men of the GROUP have mostly received this supplement.
7. ON ACCOUNT AGREEMENT: Salary supplement that is based on seniority, level of studies, level of languages, use of tools, etc. In this case the difference is 89% in favor of men.
8. TRANSPORT BONUS: Salary supplement paid to supplement and compensate for travel expenses from home to work and vice versa.

If we analyse the average of the effective amounts and those equated by the different SCALES according to the JOB VALUATION, we find that salary gap of 45% in the case of the effective amounts and 42% in the case of the equalised ones, a gap that is due, as mentioned above, to the existence of more men than women in the company, which causes the positions to be occupied by men.

A gap that is also motivated by the different supplements that the company's workforce receives and that we will analyse below in those SCALES that converge both sexes.

**SCALE 04** This scale is made up of 13 men and 6 women. Here the total effective remuneration of the SCALE is 33% positive, which means that in this SCALE the salary of men is 33% higher than that of women, so we are facing a salary gap in this SCALE, since many of the supplements received in this SCALE are well above 25%, so they must be justified. And they are as follows:

1. PRODUCTION BONUS: Salary supplement that is set according to the results of the work or having achieved the planned objectives. In this case the difference is 97% in favor of men. This percentage is due to the fact that the positions that make up this SCALE are GIS TECHNICIAN, STUDY TECHNICIAN, PRODUCTION MANAGER, MANAGER, FOREMAN and SITE MANAGER and although several of these positions are occupied by women in this SCALE they are still in the minority so the percentage is higher in favour of men.

2. GRATUITY: Salary supplement with a periodic maturity that is paid once a year and is calculated in accordance with the Collective Agreement plus the corresponding seniority. In this case the difference is 100% in favor of men.
3. PRODUCTION: Salary supplement that is set according to the results of the work or for having achieved certain objectives. In this case the difference is 82% in favor of men.
4. SUMMER PAY: Salary supplement that has a maturity of more than one month. Its amount is calculated based on the amount reflected in the Agreement plus the seniority that corresponds to be applied. In this case the difference is -200% in favor of women.
5. CHRISTMAS PAY: Salary supplement that has a maturity of more than one month. Its amount is calculated based on the amount reflected in the Agreement plus the seniority that corresponds to be applied. In this case the difference is -372% in favor of women.
6. ON ACCOUNT AGREEMENT: Salary supplement that is based on seniority, level of education, language, experience, etc. In this case the difference is 37% in favor of men.

**SCALE 05 This scale is made up of 1 man and 1 woman. Here the total effective remuneration of the SCALE is 25% positive, which means that in this SCALE the salary of men is 25% higher than that of women, so there is a wage gap since the percentage is at the maximum set by the Law, so it must be duly justified through the different supplements. And they are the following:**

1. VACATIONS: Extraordinary gratuity that is determined by each of the professional levels and categories. In this case the difference is 43% in favor of men.
2. PRODUCTION: **Salary supplement that is set according to the results of the work or for having achieved certain objectives. In this case, the difference is 75% in favor of men, a difference that is so high because this SCALE is made up of the Head of Administration and the Group Leader, who is in charge of supervising and controlling the execution of the works that are assigned to him, based on deadlines and costs, and from the achievement of these objectives the plus is greater, hence the difference is so high since in this position the production is greater than in the position of Administration Manager.**
3. ON ACCOUNT AGREEMENT: Salary supplement that is based on seniority, level of education and is applied according to the provisions of the Collective Agreement. In this case, the difference is 88% positive, which means that the men who make up this SCALE have received a higher percentage of this supplement.

After all that has been analysed, it can be said that in VIALS I MEDI AMBIENTS SA and analysed the medians we would be facing a positive wage gap, which means that both in the effective and in the equivalent amounts received by the total workforce when disaggregated by sex, it is obtained that the male group receives 45% more salary compared to the female sector. Something that is mainly motivated by the masculinization of the company as indicated at the beginning of this analysis.

Since this masculinization contributes to the fact that the positions that are of greater importance are occupied to a greater extent by the male sector.

So for all these reasons, VIALS I MEDI AMBIENTS SA has drawn up an Action Plan for the reduction of possible wage gaps and it is as follows:

### **Action plan for the reduction of wage gaps.**

The analysis of the average salaries of men and women indicates that in the society studied in this report there is a wage gap (difference equal to or greater than 25%) both in terms of the effective amounts received and in terms of the amounts equalized or analyzed.

Therefore, after this analysis and its result, an action plan has been drawn up to reduce the salary differences that exist between men and women in each of the professional categories contained in the professional classification or in each of the assessment scales by the job evaluation system.

This action plan indicates different objectives. In particular, the objectives derived from the salary register and the remuneration audit report are as follows.

### **Proposal of measures.**

The company undertakes to implement the following measures with the aim of encouraging the hiring of the under-represented sex, in this case, a greater number of women, always taking into account the reality of the construction sector where the presence of the male sex is much greater.

It also expresses the commitment to ensure that jobs of equal value are remunerated with equal salaries regardless of the sex of the person who performs them.

#### **SPECIFIC OBJECTIVE 1:**

- Guarantee equal treatment and opportunities in the different types of contracting.

MEASUREMENT	INDICATORS	PERSON RESPONSIBLE	CALENDAR
Take Action positive of that, in equivalent conditions of suitability and competence whether men or women access to vacancies in positions in the t Are Underrepresented. in the face of a same meritocracy.	Processes of selection Made and Candidates Selected	JUAN CARLOS ESCOLANO PUEYO	Since the implementation of the Plan

#### SPECIFIC OBJECTIVE 2:

- Guarantee objectivity and non-discrimination in promotion and promotions.
- Improve the possibilities of promotion of the workforce.

MEASUREMENT	INDICATORS	PERSON RESPONSIBLE	CALENDAR
Carry out since the perspective of gender, a procedure of promotion: the contents, tools and criteria that	Procedure of Written Promotion	JUAN CARLOS ESCOLANO PUEYO	Since the implementation of the Plan



Gover n the evaluation of Competences.			
The worker will be informed about the reasons of the rejection for Promoting, guiding it on positions to which could opt for your profile, areas of improvement, training necessary and highlighting its Qualities	Th e communicatio n stating the reasons of rejection	JUAN CARLOS ESCOLANO PUEYO	Since the implementation of the Plan

**SPECIFIC OBJECTIVE 3:**

- Guarantee equal pay for the performance of work of equal value.

<b>MEASURE MENT</b>	<b>INDICATORS</b>	<b>PERSON RESPONSIBLE</b>	<b>CALENDAR</b>
Carry registra out tion Wage annu th al of e parts what Compose th of e wage the origin of the Amounts Distinguishing betwe Fix an en ed d variable, depending on the Categories Professional Posts or Functions for	T he own registrat ion Wage	JUAN CARLOS ESCOLANO PUEYO	Since the implementation of the Plan.

<p>th correct e elements what Can produce one treatment discriminatory in remuneration.</p>			
<p>th Inform in e case of what there are changes in the criterion accrual of the different Accessories Wage of The positions feminized or masculinized to verify what Obey to criteria Objectiv es</p>	<p>T he communication  Performed to the Hardworking people</p>	<p>JUAN CARLOS ESCOLANO PUEYO</p>	<p>Since the implementation of the Plan.</p>
<p>In the event that a gap Wage in some department superior the 20%, the company will file measure ment Corrective what correct this inequality.</p>	<p>Measures in place to mitigate the gap</p>	<p>JUAN CARLOS ESCOLANO PUEYO</p>	<p>Since the implementation of the Plan.</p>

## SCHEDULE OF ACTIONS

### CODE OF POSITIVE ACTION:

**POSITIVE ACTION:** Establish a monitoring system to ensure the objective implementation of the wage policy

## DEVELOPMENT AND ACTION PLAN:

Revising the definition of the remuneration policy so that it does not have unconscious gender biases could prevent or hinder women's equal remuneration. To this end, it is advisable to establish an order of remuneration elements classified by positions of equal value, in which it specifies, at least, the band of basic salaries according to the agreement, complements and bonuses, variable remuneration and in kind according to positions of equal value.

Recipients	Monitoring/HR Committee		
Responsible person(s)	Head of Equality		
Coordinates	Head of Equality		
Material resources	Those that are necessary to execute the action		
Communication	Typical company channels		
Indicators (disaggregated by sex where relevant)	Identification of the company's remuneration concepts.		
Timing	Since the implementation of the Plan (1 Quarter 2024)		
Control and monitoring	Assessment of requirements from the perspective of gender		
EVALUATION AND MONITORING			
Degree of compliance with indicators	High	Middle	Low

Results	
Date of completion	
Minutes of committee no.	

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**CODE OF POSITIVE ACTION:**


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**POSITIVE ACTION:** Preparation of the remuneration register incorporating the levels resulting from the remuneration audit.

**DEVELOPMENT AND ACTION PLAN:**

Preparation of the annual remuneration register after the results obtained in the job assessment carried out in the Remuneration Audit. The register will take into account the valuation of the positions, the positions of equal value found in the Audit, as well as the different professional categories disaggregated by gender, as stated in RD 902/2020.

Recipients	Monitoring/HR Committee
Responsible person(s)	Head of Equality
Coordinates	Head of Equality
Material resources	Those that are necessary to execute the action
Communication	Management and Heads of Departments
Indicators (disaggregated by sex where relevant)	Preparation of the remuneration register in accordance with the legislation, including the gap for all salary concepts.

Timing	Since the implementation of the Equal Plan (1Quarter 2024)		
Control and monitoring	Assessment of requirements from the perspective of gender		
<b>EVALUATION AND MONITORING</b>			
Degree of compliance with indicators	High	Middle	Low
Results			
Date of completion			
Minutes of committee no.			

## Objectives of the Equality Plan.

The objectives of the Equality Plan for GRUPO MARCO are the following:

- Guarantee equal treatment, the defence and effective application of the principle of equality between women and men, providing the same opportunities for entry and professional development at all levels, with procedures and policies that do not discriminate on the basis of sex in terms of selection, hiring, promotion, training and remuneration.
- Improve the balanced gender distribution in the different professional positions and categories, mainly in those professional groups and functions in which women are less represented.
- Promote and improve women's access options to positions of responsibility, helping to reduce inequalities and imbalances.
- Carry out training actions that equally facilitate the development of professional skills and competencies, without distinction of gender.
- Incorporate the gender perspective into the occupational risk prevention policy, taking into account the specific risks and diseases (including psychosocial) of each gender.
- To favour and promote the reconciliation of work, family and personal life of workers and co-responsibility, and to guarantee the non-discrimination of people who are enjoying conciliation rights in the company.
- Prevent and respond to possible situations of sexual harassment or harassment based on sex in accordance with the action protocol in force for such cases.
- Raise awareness and support in the insertion and labor protection of workers who are victims of gender violence.
- To disseminate a business culture committed to equality, which involves the entire organisation: company management, middle management and the entire workforce.
- Guarantee equal pay for work of equal value.
- Use inclusive, diverse, and non-discriminatory images and language in documents and all internal and external communications.

# Equality Plan.

## 1. MEASURES EQUALITY PLAN FRAMEWORK GROUP.

### 0. Head of Equality

<b>OBJECTIVE</b>	Have the figure of a person responsible for equal treatment and opportunities in the company
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MEASUREMENT	RESPONSIBLE DEPARTMENT	RESOURCES	INDICATORS AND MONITORING	TERM
<b>0.1 Designate a person responsible (and an alternate) for ensuring equal treatment and opportunities within the company's organisational chart, with specific training in the field (equality officer or similar), to manage the Plan, participate in its implementation, develop and supervise the contents, unify equality criteria in the selection processes, promotion and other content agreed in the Plan and report to the Monitoring Committee.</b>	HR	HR Department	Name of the person responsible for equality. Training of the person responsible for equality as an equality officer or similar	First half of 2024
<b>0.2 Create or enable an email to accommodate all equality issues</b>	Systems	Systems Technician Time		First half of 2024

## 1. Selection and Hiring.

<b>OBJECTIVE 1.1</b>	Review, from a gender perspective, the procedures and tools used in selection, to guarantee real and effective equal treatment and opportunities for women and men, based on standard, transparent, objective and homogeneous procedures
<b>ACTION</b>	Review the principle of non-discrimination on the basis of sex in the selection and hiring processes carried out in all companies belonging to Grupo Marco.

MEASUREMENT	RESPONSIBLE DEPARTMENT	RESOURCES	INDICATORS AND MONITORING	TERM
<b>1.1.1 Develop the selection procedure with a gender perspective</b>	HR	HR Technician Time	Review/creation of the procedure or creation of the same in the monitoring committee.	Second half of 2024.
<b>1.1.2 Ensure that job profiles are drafted from a gender equality perspective and contain inclusive language.</b>	HR / GIS	HR & GIS Technician Time	Review of all existing job sheets	Second half of the year 2025..
<b>1.1.3 Include information on the internal Equality policy in the On-Boarding manuals and training for new hires.</b>	HR/GIS/COMMUNICATION	HR, GIS and COMMUNICATION technician time	Include in the design of the reception manual and training within 6 months from the date of presentation of the Equality Plan.	First half of the year 2025.
<b>1.1.4 Review the documents of the selection processes so that there are no issues unrelated to the curriculum and/or the exercise of the position (marital status, number of children, etc.) and prepare a script of questions for interviews with a gender perspective.</b>	HR	HR Technician Time	Analysis of a sample and script elaborated.	Second half of the year 2024..
<b>1.1.5 Check that, in job offers, the name, description and access requirements, non-sexist</b>	HR	HR Technician Time		During the four years of validity of



terms and images are used, containing the denomination in neuter or feminine and masculine. In the job offers, in addition, the company's commitment to equality will be made public.				the Equality Plan.
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<b>OBJECTIVE</b> <b>1.1.2</b>	Achieve a balanced representation of workers in the different areas of activity and positions, increasing the presence of women where they are underrepresented.
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MEASUREMENT	RESPONSIBLE DEPARTMENT	RESOURCES	INDICATORS AND MONITORING	TERM
1.2.1 Include messages inviting women to apply in job offers for masculinised positions	HR	HR Technician Time	Analysis of a sampling	During the four years of validity of the Equality Plan.
1.2.2 Check in the job descriptions that there are no competencies biased towards one gender or another (example of bias in the competency descriptions: physical strength, wide availability, good presence...).	HR	HR Technician Time	Analysis of a sampling	Second half of 2025.
1.2.3 Expand recruitment sources to encourage the hiring of women, especially for those positions and/or departments where they are underrepresented.	HR	HR Technician Time	Sources used	Second half of 2024.
1.2.4 Apply the principle that, under equal conditions of suitability and competence, a woman will access the vacant position in the case of masculinized positions, departments and/or activities in the company.	HR	HR Technician Time	Number of candidatures and number of people who are admitted disaggregated by sex and position	During the four years of validity of the Equality Plan.
1.2.5 Provide the Monitoring Committee with information on possible difficulties in the search for persons of a certain sex to fill vacant posts,	HR	HR Technician Time	Report of difficulties encountered in the search	From the first half of 2025, it will be reviewed every

according to the specific position and department, as well as on possible agreements with different bodies and/or entities that may be established, in order to design corrective measures.				first half of the year in which the Equality Plan is in force.
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<b>OBJECTIVE</b> <b>1.1.3</b>	Guarantee equal treatment and opportunities in hiring, respecting the principle of balanced composition of women and men in the different modalities
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MEASUREMENT	RESPONSIBLE DEPARTMENT	RESOURCES	INDICATORS AND MONITORING	TERM
<b>1.3.1</b> Provide the Monitoring Committee with information on the distribution of men and women by area, department, position, type of contract and working hours on an annual basis.	HR	HR Technician Time	Data on the distribution of the staff, department and position, type of contract and working hours disaggregated by sex	Every second semester for the 4 years
<b>1.3.2</b> Collect information on subrogations, if any, and new hires disaggregated by sex, according to the type of contract, shift, working day, and position.	HR	HR Technician Time	Number of new hires disaggregated by sex, type of contract, working hours and shift in the different positions. Number of subrogations disaggregated by sex, type of contract, working hours and shift in the different positions. (Unbundling subrogations and new hires)	Every first semester for the 4 years

## 2. Professional Classification.

<b>OBJECTIVE</b> <b>1</b>	<b>SPECIFIC OBJECTIVE 3.1.-</b> To review the professional classification systems in the company with a gender perspective in order to promote a balanced representation of women and men in the different jobs in the company, guaranteeing that one job will have the same value as another when the nature of the functions or tasks effectively entrusted, the educational conditions, professional or training required for their exercise, the factors strictly related to their performance and the working conditions in which these activities are actually carried out are equivalent.
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<b>ACTION</b>	<b>Achieve a balanced representation of men and women in all areas of the company whenever the market allows it.</b>
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MEASUREMENT	RESPONSIBLE DEPARTMENT	RESOURCES	INDICATORS AND MONITORING	TERM
.2.1 Carry out an objective job evaluation/assessment that measures the relative importance of a position within the organization with a gender perspective to ensure the absence of direct and indirect discrimination between sexes, identifying positions of equal value	HR	HR Technician Time	Result of the evaluation of jobs and identification of positions of equal value.	From the second half of 2025.
.2.2 Use neutral terms in the professional denomination and classification, trying not to call them feminine or masculine.	HR	HR Technician Time	Neutral designations	From the first half of 2024
2.3 Annual report on this area	HR	HR Technician Time	Report	Second semester of each year of validity of the Plan

### 3. Underrepresentation.

<b>OBJECTIVE</b>	<b>Equalize the presence of women and men in the different areas and positions of the company</b>
<b>ACTION</b>	<b>Awareness from Management to reverse the situation</b>

MEASUREMENT	RESPONSIBLE DEPARTMENT	RESOURCES	INDICATORS AND MONITORING	TERM
3.1.1 Carrying out an analysis of the personnel policies and promotion practices in force in the company, in order to detect barriers that hinder full equality between women and men.	HR	HR Technician Time	Report	First half of 2026.
3.1.2 Increase the incorporation of women in positions in which they are underrepresented by at least 15% during the term of the plan	HR	HR Technician Time	Annual comparison	Second half of 2028.
3.1.3 Periodic review of the gender balance of the workforce and the employment of women and men in the different positions	HR	HR Technician Time	Distribution of the workforce by post disaggregated by sex	Every second half of the year during the 4 years of validity of the Equality Plan.

#### 4. Formation.

<b>OBJECTIVE 1</b>	To raise awareness and train the workforce in general and, especially, the staff related to the organisation of the company in equal treatment and opportunities to guarantee objectivity and equality between women and men in selection, professional classification, promotion, access to training, allocation of remuneration, etc.
<b>ACTION</b>	Train and raise awareness among workers on gender equality. Guarantee that all workers have access to the training offered to promote their internal professional development.

MEASUREMENT	RESPONSIBLE DEPARTMENT	RESOURCES	INDICATORS AND MONITORING	TERM
4.1.1 Equal access to training for all Group employees.	HR	HR Technician Time	Review of the Training Plan at the end of the year to detect possible deviations in access to training.	From the first half of 2024.
4.1.2. Carry out a training campaign on equality for the entire workforce.	HR	HR Technician Time	Review of the Training Plan at the end of the year to detect participation and satisfaction with the training. Number of hours and people trained disaggregated by sex	50% in the first half of 2025 and 50% in the second half of 2025.
4.1.3 Carry out training during working hours to ensure work-life balance.	HR	HR Technician Time	To provide the monitoring committee with access to the organisation of all courses.	From the first semester from the entry into force of the Equality Plan.
4.1.4 Carry out a statistical study on the implementation and participation of men and women in the training offered by the company.	HR	HR Technician Time	Once the annual training plan has been completed, carry out the statistical study and send it to the monitoring committee to detect possible deviations from the objective set.	Second semester of each year.
4.1.5 To train the staff responsible for the selection, hiring, promotion, training, communication and allocation of remuneration in equality, prevention of sexual harassment, sexual harassment, sexual	HR	HR Technician Time	Content of the courses, mode of delivery and criteria for selecting participants. Number of hours and number of people trained disaggregated by sex	Second half of 2024.

harassment and victims of gender-based violence, with the aim of guaranteeing equal treatment and opportunities between women and men in the processes, avoiding discriminatory attitudes and ensuring that candidates are valued solely on the basis of their qualifications, skills, knowledge and experience, and report on the specific content to the monitoring committee, the strategy and calendars for teaching the courses, as well as the selection criteria				
4.1.6 Incorporate specific modules on equal treatment and opportunities between women and men in the training of management staff, managers, cadres and HR managers who are directly involved in hiring, training, promotion, professional classification, remuneration allocation, communication and information of workers.	HR	HR Technician Time	Contents of the modules and number of people and hours disaggregated by sex	First half of 2027.
4.1.7 Review in the Monitoring Committee, and modify where appropriate, the contents of the modules and training courses on equal opportunities.	HR	HR Technician Time	Content Review	First half of 2025.

**OBJECTIVE 2** Guarantee access for workers in each centre to all the training planned by the company

MEASUREMENT	RESPONSIBLE DEPARTMENT	RESOURCES	INDICATORS AND MONITORING	TERM
4.2.1 Promote, through an internal dissemination campaign, the participation of women in training actions related to masculinised activities in the company: Basic Level of Prevention, Prevention of Lifting Equipment, etc., and guarantee that	HR	HR Technician Time	Number of times it is applied. Criteria review	First semester of 2025 and second semester of 2027.

female workers request it as a positive action measure.				
<b>4.2.2 Propose professional retraining actions to those who return to the Company at the end of the suspension of their contract, due to birth, leaves of absence and long-term leave.</b>	HR	HR Technician Time	Number of times it is applied	Since the entry into force of the Equality Plan.
<b>4.2.3 To report to the Monitoring Committee on the training evolution of the staff on an annual basis, on the training plan, delivery dates, content, participation of men and women, according to the professional group, department, position and according to the type of course and number of hours.</b>	HR	HR Technician Time	Training Report	Every second semester during the validity of the Equality Plan.

**OBJECTIVE 3** Guarantee access for workers in each centre to all the training planned by the company

MEASUREMENT	RESPONSIBLE DEPARTMENT	RESOURCES	INDICATORS AND MONITORING	TERM
<b>4.3.1 Design training and talent identification programmes to promote the promotion and specific development of women in the company in positions in which they are underrepresented or not at all.</b>	HR	HR Technician Time	Development and contents. Participants. Women Promoting	First half of 2025.

## 5. Promotion.

<b>OBJECTIVE</b>	Guarantee equal treatment and opportunities for women and men in promotion and promotion, based on objective, quantifiable, public and transparent criteria.
<b>ACTION</b>	Identify from Management and HR, which people can promote, and that their sexual condition does not condition it.

MEASUREMENT	RESPONSIBLE DEPARTMENT	RESOURCES	INDICATORS AND MONITORING	TERM
<b>5.1.1 Establish a promotion procedure to ensure that the profile required and the skills and requirements requested are adequate, without overqualifications and that there are no skills biased towards one sex or the other</b>	HR	HR Technician Time	Elaborate procedure. Means by which it is disseminated. Number of women and men it reaches.	First half of 2025.
<b>5.1.2 Annually update a register that allows the level of education and training of the staff, disaggregated by sex and position.</b>	HR	HR Technician Time	Record of the level of education of the staff disaggregated by sex	Second semester during the 4 years of

				<b>validity of the Equality Plan.</b>
<b>5.1.3 Reinforce the criterion that promotions are carried out internally, only by going to external recruitment in the event that the profiles sought within the company do not exist.</b>	<b>HR</b>	<b>HR Technician Time</b>	<b>Number of internal promotions in relation to the number of external hires for which promotion vacancies have arisen disaggregated by sex and position</b>	<b>From the first half of 2024.</b>
<b>5.1.4 Carrying out an annual monitoring of promotions disaggregated by sex, indicating professional group and functional position of origin and destination, type of contract, type of working day, and the type of promotion for transfer to the Monitoring Committee.</b>	<b>HR</b>	<b>HR Technician Time</b>	<b>Number of promotions disaggregated by sex and position of origin and to which they have access</b>	<b>Second semester during the 4 years of validity of the Equality Plan.</b>

<b>OBJECTIVE 2</b>	<b>Encourage the promotion of women at all professional levels of the company</b>			
<b>MEASUREMENT</b>	<b>RESPONSIBLE DEPARTMENT</b>	<b>RESOURCES</b>	<b>INDICATORS AND MONITORING</b>	<b>TERM</b>
<b>5.2.1 Under equal conditions of suitability and competence, women will have preference in promotion to positions where they are underrepresented, with special emphasis on the following positions:</b> - Manager - Group Leader - Site Manager	<b>HR</b>	<b>HR Technician Time</b>	<b>Number of times it is applied and groups</b>	<b>Since the entry into force of the Equality Plan.</b>
<b>5.2.2 Guarantee a minimum participation of 15% of women in the specific courses to access positions of responsibility, those that are developed aimed at professional promotion and linked to functions of responsibility</b>	<b>HR</b>	<b>HR Technician Time</b>	<b>Number of men and women participating</b>	<b>First half of 2028.</b>
<b>5.2.3 Throughout the term of the Plan, the percentage of women will be increased by at least 15% in new promotions to positions where they are underrepresented and taking the percentage of promotions in the company as a reference.</b>	<b>HR</b>	<b>HR Technician Time</b>	<b>Number of applications segregated by sex. Explanation of motivations in case of not meeting the percentage. Number of applications selected and denied</b>	<b>First half of 2028.</b>

<b>5.2.4 Make visible the women who promote within the company.</b>	HR	HR Technician Time	Number of view actions of the promoted women. Content of these. Channels used.	First half of 2025.
<b>5.2.5 In the promotion processes for positions where women are underrepresented, when female candidates are discarded, a report must be drawn up indicating the reasons why the candidacy has been discarded.</b>	HR	HR Technician Time	Report on the reasons for the rejection of these candidatures	Since the entry into force of the Equality Plan.

## 6. Co-responsible exercise of the rights of personal, family and work life

<b>OBJECTIVE</b>	<b>Implement a work-life balance plan in the company aimed at men and women in the company.</b>
<b>ACTION</b>	<b>Facilitate and promote the reconciliation of personal, family and work life of the workforce, establishing improvements with respect to current legislation.</b>

MEASUREMENT	RESPONSIBLE DEPARTMENT	RESOURCES	INDICATORS AND MONITORING	TERM
<b>6.1. Use new information technologies (webex, videoconferences, etc.) whenever possible to avoid continuous travel or displacement. Any worker who has a justified need and the conditions of their position allow it, may agree with the company to telework, under the conditions agreed by both parties. The company provides the means to be able to carry out an effective job.</b>	HR	HR Technician Time	Program made and presented. Positions assessed, result of the assessment with the required requirements, number of people who apply for it, number of accepted and number of rejected. Planning for people who don't qualify.	Since the entry into force of the Equality Plan.
<b>6.1.2 Ensure that people who avail themselves of any of the rights related to the reconciliation of family and work life (leave, reductions in working hours, etc.) do not have their professional career development or their possibilities of promotion or remuneration hindered</b>	HR	HR Technician Time	Comparative report on the incentives and gratuities of the year prior to the enjoyment of the right and the year in which it is enjoyed.	Since the entry into force of the Equality Plan.
<b>6.1.3 Inform the staff about the legal changes in work-life balance and co-responsibility introduced by RD Law 6/2019</b>	HR	HR Technician Time	Not applicable	Since the entry into force of the Equality Plan.



<b>6.1.4 Collect annually the data of the people who take advantage of the conciliation measures</b>	HR	HR Technician Time	Annual study carried out. Study results and applied to women and men	First semester of each year of validity of the Equality Plan.
<b>6.1.5 The suspension of the employment contract, after the first 6 weeks immediately after childbirth, may be enjoyed on a full-time or part-time basis at the decision of the worker</b>	HR	HR Technician Time		Since the entry into force of the Equality Plan.
<b>6.1.6 Possibility of requesting a reduction in working hours and/or adaptation of the same temporarily for studies. Once the requested period has elapsed, the person will return to their usual working day.</b>	HR	HR Technician Time		Since the entry into force of the Equality Plan.
<b>6.1.7 Right to flexible working hours and adaptation of the working day for personal reasons and for the agreed time.</b>	HR	HR Technician Time		Since the entry into force of the Equality Plan.
<b>6.1.8 Facilitate a process for requesting the adaptation of the working day, which includes the commitment of those responsible to facilitate such adaptation (provided that the conditions of the workplace allow it) so as to avoid as far as possible having to reduce the working day, to attend to family responsibilities (in the case of caring for dependent ascendants and descendants up to the first degree of consanguinity or affinity). This procedure will take into account the application and processing deadlines</b>	HR	HR Technician Time	Process/channel that has been set for the request. Number of applications and times it is applied. Number of applications denied and reasons for the denial.	Since the entry into force of the Equality Plan.
<b>6.1.9 Maintain the flexibility of entry/exit to the workplaces as possible. The newly incorporated worker may request flexibility in their entry and exit by agreeing with the head of their department and with the Human Resources department. Workers who are already working at all times may request their manager and Human Resources flexibility of entry/exit</b>	HR	HR Technician Time	Number of applications and times it is applied. Number of rejected and reasons for these.	Since the entry into force of the Equality Plan.

<b>whenever possible in their workplace.</b>				
<b>6.1.10 Granting paid leave for the time essential for workers undergoing assisted reproduction techniques</b>	HR	HR Technician Time		Since the entry into force of the Equality Plan.
<b>6.1.11 Facilitate the absence of the worker in cases of family emergency</b>	HR	HR Technician Time		Since the entry into force of the Equality Plan.
<b>6.1.12 Establish paid leave for the time necessary for tutoring at the children's study centre.</b>	HR	HR Technician Time		Since the entry into force of the Equality Plan.
<b>6.1.13 To consider as paid leave to accompany minors, or those over 65 years of age and dependents to medical consultations, with duly justified criteria and only for the necessary time with a mq 20 hours per year. After these hours, it will be unpaid or recoverable leave.</b>	HR	HR Technician Time		Since the entry into force of the Equality Plan.
<b>6.1.14 In cases of a reduction in working hours of less than 15%, this reduction will not affect the variable remuneration currently linked to the commercial objectives programme, which will be calculated by the variable target assigned to 100%. It will apply to all groups to which this programme is extended.</b>	HR	HR Technician Time	<b>Number of times it is requested and times it is applied. Number of rejected applications and reasons.</b>	Since the entry into force of the Equality Plan.
<b>6.1. 15 Workers who, by divorce court ruling or regulatory agreement, have established certain periods of custody of the children that coincide with the working period, will have preference to adapt their holidays to the periods set out in the judgment or agreement (summer holidays, Christmas, Easter, long weekends).</b>  <b>Workers who, due to a court ruling of divorce or agreement regulating the custody of children or with dependents, will have preference, if</b>	HR	HR Technician Time	<b>Number of times requested and number of times the measure is applied</b>	Since the entry into force of the Equality Plan.

possible within the organisation of their department, to adapt their holidays.				
6.1.16 The accumulation of breastfeeding may be done in full days of 5 days more than what is stipulated in the leave.	HR	HR Technician Time	Number of times requested and number of times the measure is applied	Since the entry into force of the Equality Plan.
6.1.17 Enable the irregular or non-daily distribution of the reduced working day, with special attention to single-parent or divorced families in joint custody, and may even accumulate it in full days, with the mutual agreement of the head of the department.	HR	HR Technician Time	Number of times it is requested and times it is applied. Number of rejected applications and reasons.	Since the entry into force of the Equality Plan.
6.1.18 To make the hospitalisation leave more flexible, and it may be exercised for the duration of the hospitalisation or home rest of the causal event.	HR	HR Technician Time	Number of times requested and number of times the measure is applied	Since the entry into force of the Equality Plan.
6.1.19 Annually test the work-life balance measures implemented in order to assess their satisfaction and assess new measures not yet included.	HR	HR Technician Time		Second semester of each year during the validity of the Equality Plan.

OBJECTIVE	2.- Encourage the use of co-responsibility measures among the men in the workforce.			
ACTION	Encourage the use of co-responsibility measures among the men in the workforce.			
MEASUREMENT	RESPONSIBLE DEPARTMENT	RESOURCES	INDICATORS AND MONITORING	TERM
6.2.1 Carry out information and awareness-raising campaigns specifically aimed at workers on co-responsibility and balanced distribution of tasks, as well as existing work-life balance measures	HR	HR Technician Time	Number of proposed campaigns	First half of 2025.
6.2.2 Paid leave for the couple to accompany childbirth preparation classes and prenatal exams.	HR	HR Technician Time	Number of applications and number of times applied	Since the entry into force of the Equality Plan.
6.2.3 Carry out an awareness campaign on co-responsibility, with special emphasis on the men in the	HR	HR Technician Time	Campaign carried out. Content of the same. Means of dissemination.	First half of 2025.

workforce, and place special emphasis on the dissemination of co-responsible breastfeeding leave.			Number of people it reaches by sex.	
6.2.4 Make it possible to link the birth leave for men and women to the holidays of both the current year and the previous year, in the event that the calendar year has ended.	HR	HR Technician Time	Number of applications and number of times applied	Since the entry into force of the Equality Plan.

## 7. Fees

<b>OBJECTIVE</b>	Guarantee non-discrimination on the basis of gender in the design and application of remuneration policies.
<b>ACTION</b>	Establish the remuneration of workers based on the assessment of the job occupied, the value and the skills, regardless of the personal conditions of each person.

MEASUREMENT	RESPONSIBLE DEPARTMENT	RESOURCES	INDICATORS AND MONITORING	TERM
7.1 Preparation and monitoring of salary reports to detect possible salary gaps.	HR	HR Technician Time	Annual updating and review of the salary report. Salary audit. Relate to the valuation of positions of equal value.	First half of 2025.
7.2 Inform the equality committee of the conclusions drawn from the remuneration audit.	HR	HR Technician Time	Remuneration Audit.	First half of 2025.
7.3 Make a salary register annually.	HR	HR Technician Time	Annual remuneration study	First half of 2025.
7.4 The analysis criterion will be established in the review of gaps that exceed 10% between women and men. If this occurs, due to sex, a plan will be drawn up containing corrective measures, assigning the same level of remuneration to functions of equal value.	HR	HR Technician Time	Observed wage gaps Document of corrective measures to be negotiated with the monitoring committee	First half of 2025.
7.5 Guarantee the objectivity of all the concepts that are defined in the company's salary structure, publishing the criteria for variable salary supplements	HR	HR Technician Time	Analysis of salary concepts.	Since the entry into force of the Equality Plan.

## 8. Occupational health

<b>OBJECTIVE</b>	<b>Analysis of aspects of Equality with the Prevention of Occupational Risks.</b>
<b>ACTION</b>	<b>Implement preventive tools to identify risks and be able to apply their corresponding corrective measures.</b>

<b>MEASUREMENT</b>	<b>RESPONSIBLE DEPARTMENT</b>	<b>RESOURCES</b>	<b>INDICATORS AND MONITORING</b>	<b>TERM</b>
<b>8.1.1 Carry out medical examinations, following health surveillance protocols, taking into account the gender perspective.</b>	<b>HR &amp; GIS</b>	<b>HR &amp; GIS Technician Time</b>	<b>Modifications made to the Medical Examinations to take into account the gender perspective.</b>	<b>First half of 2025.</b>
<b>8.1.2 Have an accident report disaggregated by sex and category</b>	<b>HR &amp; GIS</b>	<b>HR &amp; GIS Technician Time</b>	<b>Accident rate data disaggregated by sex and category</b>	<b>First semester throughout the Equality Plan.</b>
<b>8.1.3 Promote campaigns to promote the safety, health and well-being of workers. Incorporate a gender perspective in the development of campaigns on safety and well-being.</b>	<b>HR &amp; Communication</b>	<b>HR and Communication technician time</b>	<b>Number and type of measures promoted. Gender mainstreaming</b>	<b>First half of 2025.</b>
<b>8.1.4 The risk prevention protocol in situations of pregnancy and breastfeeding will be reviewed and disseminated</b>	<b>HR</b>	<b>HR Technician Time</b>	<b>Preparation or revision and dissemination of the protocol. Number of broadcasts</b>	<b>First semester throughout the Equality Plan.</b>
<b>8.1.5 Compliance with the rules for the protection of pregnancy and breastfeeding will be monitored and the Monitoring Committee will be informed</b>	<b>HR</b>	<b>HR Technician Time</b>	<b>Number of times the protocol is applied and results</b>	<b>First semester throughout the Equality Plan from 2025.</b>
<b>8.1.6 Consider sex-related variables, both in data collection systems and in general study and research in occupational risk prevention assessments (including psychosocial risks), with the aim of detecting and preventing possible situations in which work-related harm may be linked to sex, such as those related to menopause given the age of the staff.</b>	<b>HR</b>	<b>HR Technician Time</b>	<b>Gender mainstreaming</b>	<b>First half of 2024 and the second half of 2027.</b>
<b>8.1.7 Include the category of Gender Equity within the</b>	<b>HR</b>	<b>HR Technician Time</b>	<b>Report to the Equality Commission on the</b>	<b>First half of 2025.</b>

Survey of Work Environment and/or Psychosocial Risks, and report the results to the monitoring committee.			questions included and the answers on equality incorporated in the survey of work environment or psychosocial risks. To report on the measures taken in this regard to the Commission.	
8.1.8 Ensure that where there is no adequate space and/or furniture in the centres for the mandatory breaks for staff and pregnant women and for the breastfeeding period when required, this is enabled.	HR	HR Technician Time	Report on available spaces in the workplaces. Number of spaces enabled per centre	50% in the first half of 20124 and 50% in the first half of 2026.

## 9. Communication.

<b>OBJECTIVE 1</b>	Promote an egalitarian culture and image between women and men in the company both internally and externally
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MEASUREMENT	RESPONSIBLE DEPARTMENT	RESOURCES	INDICATORS AND MONITORING	TERM
9.1.1 Use of inclusive language in all the Group's communication tools (APP, E Mails, Web, bulletin board, meetings). To produce and disseminate a Language Guide including and external and internal dissemination	HR & Communication	HR and Communication technician time	% of communications with inclusive language (APP) Publication of the guide and number of people to whom it is delivered	From the first semester of the entry into force of the Equality Plan.
9.1.2 Train and raise awareness among the staff in charge of the company's media (website, press relations, etc.) on equality and the use of non-sexist language and images.	HR & Communication	HR and Communication technician time	Trainings carried out	First half of 2025.

<b>OBJECTIVE 2</b>	Establish permanent information channels on the integration of equal opportunities in the company and carry out an awareness campaign and internal information on the new Equality Plan.
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MEASUREMENT	RESPONSIBLE DEPARTMENT	RESOURCES	INDICATORS AND MONITORING	TERM
9.2.1 Promotion of the Equality Plan and its dissemination in company documents. Carry out a specific internal and external dissemination campaign of the Equality Plan and the Protocol on sexual and gender-based harassment	Communication, HR, GIS	HR and Communication technician time	Design and dissemination of the campaign	First half of 2024.
9.2.2 Inform and raise awareness among the staff on equality matters, instituting the "Equal opportunities" section on the notice boards, facilitating access to the entire workforce.  To introduce a specific space on the website to provide information on the policy of equal opportunities between women and men in the company	Communication, HR, GIS	HR and Communication technician time	Creation of the section and its contents.  Creation of the space and content	Second half of 2024.
9.2.3 Inform the company's collaborating companies and suppliers of its commitment to equal opportunities.	Communication, HR, GIS	HR and Communication technician time	(Enter them in the Commercial Contract model).	From the second half of 2024.
9.2.4 Include in the reception of new recruits specific information on the Equality Plan, the protocol for the prevention of sexual and gender-based harassment and the protocol for the protection and assistance of victims of gender-based violence	Communication, HR, GIS	HR and Communication technician time	Trainings carried out	From the second half of 2024.
9.2.5 Disseminate the existence, within the company, of a person responsible for equality and their functions, providing an email address and a telephone number available to the company's staff for any doubts, suggestions or complaints related to the equality plan	Communication, HR, GIS	HR and Communication technician time	Number of people informed	First half of 2024.
9.2.6 Use in advertising campaigns the logos and recognitions that prove that the company has an equality plan.	Communication, HR, GIS	HR and Communication technician time	Application of the measure	From the second half of 2024.

<b>OBJECTIVE 3</b>	Raise awareness among the workforce and carry out collaborative actions in campaigns against gender violence.			
MEASUREMENT	RESPONSIBLE DEPARTMENT	RESOURCES	INDICATORS AND MONITORING	TERM

9.3.1 Raise awareness in the special campaign for the International Day for the Elimination of Gender-Based Violence.	Communication, HR, GIS	HR and Communication technician time	Campaign & Content	Every second semester since 2024.
9.3.2 Collaborate with the Women's Institute or competent body at the time, in the different campaigns.	Communication, HR, GIS	HR and Communication technician time	Collaborations	From the second half of 2024.

OBJECTIVE 4	Raise awareness and inform the workforce on work-life balance and co-responsibility			
MEASUREMENT	RESPONSIBLE DEPARTMENT	RESOURCES	INDICATORS AND MONITORING	TERM
9.4.1 Carry out a campaign on the National Day of Family Reconciliation and Co-Responsibility (23 March), promoting the company's commitment to this matter and equality, to promote this culture among all staff.	Communication, HR, GIS	HR and Communication technician time	Campaign & Content	First semester during the 4 years of validity of the Equality Plan.
9.4.2 Make visible the use of leave and measures for work-life balance and co-responsibility	Communication, HR, GIS	HR and Communication technician time	Actions and content	First semester during the 4 years of validity of the Equality Plan.

## 10. Working conditions

OBJECTIVE 4	Ensure working conditions and environment free from gender bias or discrimination			
MEASUREMENT	RESPONSIBLE DEPARTMENT	RESOURCES	INDICATORS AND MONITORING	TERM
10. .1. 1 Build or enable women's spaces, such as changing rooms, to facilitate the future incorporation of women.	HR	HR Technician Time	Campaign & Content	First half of 2024.
10.1.2 The uniforms (or work clothes) shall be adapted for the performance of the functions of the position, taking into account the physical conditions of each sex but without responding to gender stereotypes or violating the dignity of the person.	HR	HR Technician Time	Uniforms with female and male patterns that do not respond to gender stereotypes	First half of 2026.
10.1.3 Create a guide on effective meetings with the use of telematic means, calls, duration and use	HR	HR Technician Time	Elaborate guide. Dissemination of this. Number of people	Second half of 2025.



			informed. Evaluation of results.	
<b>10.1.4</b> Conduct an exit interview with people who voluntarily resign, to find out the reasons for voluntary resignations disaggregated by sex.	HR	HR Technician Time	Number of leaves segregated by gender: By cause, age, hierarchical level, professional group, type of contract and type of working day. Elaborate interview. Results of this.	From the first half of 2025.
<b>10.1.5</b> Periodic analysis of the working conditions of the workforce with a gender perspective, checking that the principle of equality and non-discrimination is respected at all times	HR	HR Technician Time	Evaluation of the working conditions of the workforce with a gender perspective.	Since the entry into force of the 2024 Equality Plan.
<b>10.1.6</b> Fill the positions with longer working hours, preferably with internal staff of the underrepresented sex, so that, in the event of an external (final) contract, it is the one with the fewest hours	HR	HR Technician Time	Recruitment carried out by this procedure disaggregated by sex	Since the entry into force of the 2024 Equality Plan.
<b>10.1.7</b> Provide the Monitoring Committee annually with data corresponding to the transformation of temporary contracts into permanent contracts disaggregated by sex, the transformation of part-time contracts into full-time contracts, the increases in working hours in part-time contracts and the number of women and men who have requested an increase in hours and those who have finally increased their working hours.	HR	HR Technician Time	Number of transformations and increases in working hours and number of applications disaggregated by sex	Second semester of each year during the 4 years of validity of the Equality Plan.
<b>10.1.8</b> Establish the principle in full-time vacancies that under equivalent conditions of suitability, the person belonging to the gender with the highest number of part-time hires will be hired	HR	HR Technician Time	Recruitment carried out by this procedure disaggregated by sex	Since the entry into force of the 2024 Equality Plan.

## 11. Gender-Based and Gender-Based Violence.

<b>OBJECTIVE</b> <b>1</b>	<b>Apply and improve the rights recognized in current legislation for workers who are victims of gender-based violence and victims of sexual assault</b>
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MEASUREMENT	RESPONSIBLE DEPARTMENT	RESOURCES	INDICATORS AND MONITORING	TERM
<b>11.1.1</b> Inform the staff through the internal media of the rights recognised for women victims of gender violence and victims of sexual assault and of the improvements that may exist through the application of collective agreements and/or included in the Equality Plan.	HR & Communication	HR and Communication technician time	Sample Communications	Since the entry into force of the 2024 Equality Plan.

## 12. Prevention of Sexual and Gender-Based Harassment.

<b>OBJECTIVE 1</b>	Prevent sexual and gender-based harassment, generating an appropriate work environment.			
<b>ACTION</b>	To raise awareness from the beginning among all workers that situations of harassment are not tolerated by the Company. To report on the action to be taken in these cases.			
MEASUREMENT	RESPONSIBLE DEPARTMENT	RESOURCES	INDICATORS AND MONITORING	TERM
<b>12.1.2</b> Communicate the existence of the protocol to all MAINSA workers.	HR & Communication	HR and Communication technician time	.	First half of 2024.
<b>12.1.3</b> Specific training for all the people who make up the Research Committee to assume the functions associated with it.	HR	HR Technician Time	Actions and their content.	First half of 2025.
<b>12.1.4</b> Include in the mandatory training on ORP a module on the prevention of sexual and gender-based harassment,	HR	HR Technician Time	Content and number of times it has been included	First half of 2025.
<b>12.1.5</b> Carry out training courses for managers and personnel who manage teams, and for the monitoring committee (full and alternate) on the prevention of sexual and gender-based harassment,	HR	HR Technician Time	Number of courses, number of people and content	First half of 2026.
<b>12.1.6</b> Submission to the Monitoring Committee of an annual report on the proceedings initiated for sexual harassment or harassment based on sex, as well as the number of complaints filed by workplace, with the conclusions of the proceedings.	HR	HR Technician Time		Second semester of each year during the 4 years of validity of the Equality Plan.

## Application and monitoring.

		2024		2025		2026		2027		2028
		1 semes ter	2 semes ter	1 semes ter	2 semes ter	1 semes ter	2 semes ter	1 semes ter	2 semes ter	1 semes ter
0.1	Designate Person									
0.2	Email creation									
1.1. 1	Selection procedure									
1.1. 2	Job Sheets									
1.1. 3	On Boarding									
1.1. 4	CV review									
1.1. 5	Job offers									
1.2. 1	Message women offers									
1.2. 2	Offer biases									
1.2. 3	Recruitment sources									
1.2. 4	Women's positions									
1.2. 5	Difficulty in filling positions									
1.3. 1	Distribution of sexes									
1.3. 2	Subrogation Information									
2.1	Objective assessment									
2.2	Appropriate Terminology									
2.3	Annual report									
3.1. 1	Policy Analysis and Advocacy									
3.1. 2	15% more women									
3.1. 3	Gender balance									
4.1. 1	Equal access to training for all staff									
4.1. 2	Workforce equality training			50%	50%					
4.1. 3	Training working hours									
4.1. 4	Statistical study on participation									
4.1. 5	Training in equality, prevention...									
4.1. 6	Forming Equality Departments									
4.1. 7	Training content review committee									
4.2. 1	Women's participation training									
4.2. 2	Recycle training									

4.2. 3	Annual training information								
4.3. 1	Development programme for the promotion of women								
5.1. 1	Internal promotion procedure								
5.1. 2	Registration of template study								
5.1. 3	First internal promotion								
5.1. 4	Annual monitoring promotions								
5.2. 1	Rising preference for women								
5.2. 2	Women's participation 15% in specialized courses								
5.2. 3	Promotion of positions underrepresented by 15% women								
5.2. 4	Visibility of women internally								
5.2. 5	Report Women in Underrepresented Positions Ruled Out								
6.1. 1	Use of new technologies								
6.1. 2	Professional growth despite having a withdrawal permit								
6.1. 3	Inform workers regarding paid leave								
6.1. 4	Annual Permit Information								
6.1. 5	Weeks after delivery								
6.1. 6	Change of conditions for studies								
6.1. 7	Flexible working hours for personal reasons								
6.1. 8	Adaptation of working hours for caring for dependents								
6.1. 9	Flexible entry/exit hours for all staff								
6.1. 10	Granting permissions for assisted reproduction								
6.1. 11	Absence of workers due to family emergency								
6.1. 12	Paid leave for child tutoring								
6.1. 13	Permission to accompany the doctor								
6.1. 14	Reductions in working hours do not affect variable salary								
6.1. 15	Adaptation of holidays in the same department								
6.1. 16	Breastfeeding accumulation								
6.1. 17	Irregular distribution of the working day								
6.1. 18	Making hospitalization leave more flexible								
6.1. 19	Test the stipulated measures annually								
6.2. 1	Information and awareness campaign								
6.2. 2	Paid leave to accompany the couple to the preparation. Parturition								
6.2. 3	Men's awareness campaign								
6.2. 4	Possibility of combining holidays with paternity/maternity leave								
7.1. 1	Monitoring of annual remuneration								

7.1. 2	Reporting to the Remuneration Audit Committee								
7.1. 3	Annual remuneration record								
7.1. 4	Analysis when the difference in wages is more than 10%								
7.1. 5	Guarantee the objectivity of all remuneration concepts								
8.1. 1	Medical examinations with a gender perspective								
8.1. 2	Claims report disaggregated by sex								
8.1. 3	Gender perspective in the development of security and well-being campaigns								
8.1. 4	Review and disseminate the prevention protocol for pregnant women								
8.1. 5	Monitoring compliance with the prevention protocol for women								
8.1. 6	Consider the data analyzed to see if there is a link with age and sex								
8.1. 7	Including gender equality within the climate survey								
8.1. 8	Enable spaces for staff if necessary	50%				100%			
9.1. 1 A	Inclusive language for all communications								
9.1. 1 B	Language Guide Even								
9.1. 2	Training the Communication Department in Equality								
9.2. 1	Dissemination of the Equality Plan inside and outside the company								
9.2. 2	Raise awareness among the workforce. Web a space for the Equality Plan								
9.2. 3	Inform partner companies								
9.2. 4	On Boarding explain the Equality Plan and the two protocols								
9.2. 5	Inform about a person in charge of the whole issue of Equality								
9.2. 6	Use logos to display the Equality Plan in signatures								
9.3. 1	Raising awareness on the day of violence								
9.3. 2	Collaborate with the Women's Institute								
9.4. 1	Carry out a campaign on the International Day of Family Reconciliation								
9.4. 2	Make the use of reconciliation permissions visible								
10.1 .1	Women's spaces								
10.1 .2	Workwear Uniformity								
10.1 .3	Create guide to effective meetings								
10.1 .4	Conduct an exit interview when they are voluntary resignations								
10.1 .5	Periodic analysis of working conditions								
10.1 .6	Fill longer-term positions with internal staff								
10.1 .7	Provide the data to the Contract Change Commission								
10.1 .8	Establish the principle in full-time vacancies								
11.1 .1	Informas Guide Gender violence								
12.1 .2	Communicate the Protocol Sexual and gender-based harassment								

12.1.3	Specific training for all the people who make up the Research Committee								
12.1.4	Include a sex- and gender-based harassment module in ORP training								
12.1.5	Train those responsible for people in Sexual and Gender-Based Harassment								
12.1.6	Annual Report on Cases of Violence								

## Evaluation and review.

The evaluation and review of the current Equality Plan of the Framework Group (INDUTEC, ALVIPRE, GME and VIMASA), will be reviewed and evaluated annually together with the Monitoring Committee of the aforementioned company and the CCOO union. Annual meetings will be established to evaluate compliance with the current Equality Plan.

## Calendar of actions.

The calendar of actions signed by both parties, by the Negotiating Committee of this company and the CCOO trade union will be established in the schedule attached above in the application and monitoring section.

## Modification procedure.

The period of validity or duration of the Equality Plan of Grupo Marco (INDUTEC, ALVIPRE, GME and VIMASA) has a term of validity of four years.

Without prejudice to the annual review periods over the next four years, it may be reviewed, in any case, when the following circumstances occur:

- When it must be done as a result of the results of the planned monitoring and evaluation.
- When it is revealed that it is not in line with the legal and regulatory requirements or that it is insufficient as a result of the action of the Labour and Social Security Inspectorate.
- In the event of a merger, absorption, transfer or modification of the legal status of the company.
- In the event of any incident that substantially modifies the company's workforce, its working methods, organisation or remuneration systems, including the non-application of the agreement and the substantial modifications of working conditions or the situations analysed in the diagnosis of the situation that has served as the basis for its preparation.
- When a court decision condemns the company for direct or indirect discrimination on grounds of sex or when it determines that the equality plan is not in line with legal or regulatory requirements.

When duly justified circumstances make it necessary, the review will involve updating the diagnosis, as well as the measures of the equality plan, to the extent necessary.

The measures of the equality plan may be reviewed at any time throughout its validity in order to add, reorient, improve, correct, intensify, attenuate or even stop applying any measure it contains depending on the effects that are seen in relation to the achievement of its objectives.

The equality plan, and without prejudice to the provisions of Article 47 of Organic Law 3/2007, of 22 March, and Article 64 of the Workers' Statute, must include a committee to monitor and monitor the plan, with the composition and powers decided therein, in which the representation of the company and the workers must participate on an equal basis. and that, as far as possible, it will have a balanced composition between women and men.

The monitoring and evaluation of the measures provided for in the equality plan must be carried out periodically as stipulated in the calendar of actions of the equality plan or in the regulations governing the composition and functions of the committee responsible for monitoring the equality plan.

However, at least one intermediate and one final evaluation will be carried out, as well as when agreed by the monitoring committee.

## ANNEXES

### i. [Protocol on Sexual and Gender-Based Harassment](#)

#### **PROTOCOL FOR THE PREVENTION, DETECTION AND ACTION IN SITUATIONS OF SEXUAL HARASSMENT AND HARASSMENT BASED ON SEX**

##### **PRINCIPLES**

The Spanish Constitution declares that the dignity of the person constitutes one of the foundations of political order and social peace, recognizing the right of every person to non-discrimination, equal treatment, the free development of his or her personality and his or her physical and moral integrity.

The Workers' Statute specifically provides for the right of workers to respect for their privacy and to due consideration for their dignity, including protection against harassment based on racial or ethnic origin, religion or beliefs, disability, age or sexual orientation, and against sexual harassment, harassment based on sex and harassment at work.

For its part, Article 48 of Organic Law 3/2007 of 22 March, for the effective equality of women and men, entrusts *"the duty to promote working conditions that prevent sexual harassment and harassment based on sex and to arbitrate specific procedures for its prevention and to channel complaints or claims that may be made by those who have been subjected to it"*.

As part of the negotiation process, the Management of GRUPO MARCO and the Social Part prepare and agree on this protocol.

In accordance with these principles, both undertake to guarantee a work environment where the dignity of the person, the rights and values referred to above are respected, establishing a procedure (method) that is applied to the prevention and rapid resolution of complaints relating to sexual harassment or harassment based on sex, with due guarantees and taking into consideration constitutional and labor norms and declarations relating to fundamental principles and rights at work.

To this end, the company expresses its desire that all hired personnel be treated with dignity, not allowing or tolerating any type of conduct of sexual harassment and/or harassment based on sex, gender identity or sexual orientation. Everyone in the company will have a responsibility to ensure a working environment in which the dignity and equal treatment of all people is respected. Personnel with responsibility by virtue of their position must be especially entrusted with the task of guaranteeing and preventing situations of any type of sexual harassment and harassment based on sex, gender identity or sexual orientation from occurring within their scope.

Likewise, the Social Part will contribute to this by raising awareness among the workforce and informing the company's management of any problem of which it may be aware and will monitor compliance with the company's obligations in terms of prevention of sexual and gender-based harassment.

#### **OBJECTIVE OF THIS PROTOCOL**

This Protocol seeks to prevent and eradicate discriminatory situations on grounds of gender, constituting harassment, in the form of sexual harassment and harassment based on sex, gender identity or sexual orientation.

However, in the event that the company does not have a procedure to prevent and act against harassment whose origin is based on other discriminatory acts, this protocol will be applicable, and the company will assume its responsibility in order to eradicate an environment of conduct contrary to the dignity and values of the person and that may affect their physical or mental health.

To this end, this Protocol considers two fundamental aspects: the prevention (of harassment) and the company's reaction to complaints of sexual harassment or harassment based on sex, so two types of actions are dictated:

1. Establishment of measures aimed at preventing and avoiding situations of sexual harassment or harassment based on sex, gender identity or sexual orientation or likely to constitute it.
2. Establishment of an internal procedure for action in cases in which, while trying to prevent such situations, there is an internal complaint or complaint of sexual harassment or harassment based on sex, gender identity or sexual orientation, by a worker.



## DEFINITION AND BEHAVIORS CONSTITUTING HARASSMENT

### 1.1 Sexual harassment

Articles 7.1 and 7.2 of Organic Law 3/2007 of 22 March 2007 on the effective equality of women and men define sexual harassment and harassment based on sex respectively. Both are considered discriminatory acts.

According to article 7.1, **sexual harassment** is *"any behaviour, verbal or physical, of a sexual nature that has the purpose or effect of violating the dignity of a person, in particular when an intimidating, degrading or offensive environment is created"*.

The ILO, in the Declaration on Fundamental Principles and Rights at Work, points out the differentiation between sexual blackmail and the hostile work environment, as two forms under which sexual harassment can occur. These concepts also appear in the Commission's Recommendation of 27 November 1991 on the protection of the dignity of women and men at work and are included in Law 3/2007.

#### Conduct constituting sexual harassment

Sexual harassment is distinguished from freely accepted and reciprocal approaches insofar as the sexual harassment conducts are not freely accepted by the person who is the subject of them. In particular, sexual harassment is any conduct consisting of words, gestures, attitudes or specific acts carried out in the workplace, which are directed at a person with the intention of obtaining a response of a sexual nature that is not freely accepted. In certain circumstances, a single incident may constitute sexual harassment.

Sexual assault is considered a crime and is typified in the Penal Code.

**ENVIRONMENTAL SEXUAL HARASSMENT BEHAVIORS.** – They consist of behaviours of a sexual nature, of any kind, which have the consequence of producing an intimidating, hostile, offensive and humiliating context, and there is no need for there to be a direct connection between the action and the working conditions. Including:

- Physical behaviors of a sexual nature that can range from deliberate physical contact, such as unnecessary and unsolicited touching, to excessive or unnecessary physical approach; physical aggression.
- Verbal conduct of a sexual nature such as annoying sexual advances, propositions, offensive flirtations, obscene comments and innuendos, unwanted phone calls; jokes or comments about the person's sexual appearance, private life, which affect their integrity and sexual indemnity; deliberate verbal aggression.
- Nonverbal conduct of a sexual nature, such as displaying photos of sexual or pornographic content or written materials of a sexual nature or looking at them with indecent gestures. Repeated and offensive persecution against sexual integrity, through letters, or e-mail messages of an offensive nature and of sexual content.

**EXCHANGE CONDUCTS.** - They can be both proposals or behaviors made by a hierarchical superior or person on whom the stability of employment or the improvement of working conditions may depend, as well as those that come from colleagues or any other person related to the victim

due to work, which involves physical contact, persistent invitations, requests for sexual favors, etc.

## 1.2 Harassment based on sex.

For its part, according to article 7.2 of Organic Law 3/2007, **harassment based on sex** is defined as *"any behaviour carried out on the basis of a person's sex, with the purpose or effect of violating their dignity and creating an intimidating, degrading or offensive environment"*.

### Conduct constituting harassment on grounds of sex

The following shall be conducts constituting harassment on grounds of sex or of a discriminatory nature, among others:

- Those that involve unfavourable treatment towards the person, related to pregnancy or the care of minors.
- Organisational measures carried out on the basis of a person's sex, or any other circumstance listed in the previous section, for degrading purposes (exclusion, isolation, inequitable performance appraisal, assignment of degrading tasks, meaningless or below their professional capacity, etc.).
- Behaviours, conducts or practices that are taken on the basis of a person's sex explicitly or implicitly and that have an effect on employment or working conditions.
- Ridicule people because the tasks they take on do not fit their culturally or socially imposed role or stereotype.
- Jokes, jokes that ridicule sex.
- Underestimating the work and intellectual capacity of people due to the circumstances set out in the previous section.

In no case are these examples of conduct intended to be a detailed list of all possible behaviors that may be considered a situation of sexual harassment or harassment based on sex. In each case, the impact of the conduct must be evaluated

## **2. MEASURES FOR THE PREVENTION OF SEXUAL HARASSMENT AND HARASSMENT BASED ON SEX.**

In order to prevent, discourage, avoid and punish sexual and gender-based harassment behaviour, the company will adopt the following measures:

- Dissemination to the staff of the protocol for prevention and action in cases of sexual harassment or harassment based on sex. This protocol will be published on the company's intranet and in all available media, so that all employees are aware of it and know the intervention to be followed in cases of sexual and gender-based harassment.
- Promote an environment of respect, correctness in the work environment, instilling in all staff the values of equal treatment, respect, dignity and free development of personality. Likewise, awareness campaigns will be developed, through talks, conferences, brochures, informative material and any other means deemed necessary, emphasizing the clarification of the concepts of sexual harassment and harassment based on sex.
- Prior diagnosis of the real situation of the women and men of the company in their working conditions in accordance with what has been agreed between the company and the Social Part. Sex-disaggregated data on sexual harassment and gender-based harassment interventions and cases will be available annually. The publication of this data will be done with the utmost professionalism and the anonymity of the affected people will be maintained at all times.
- Specific training on sexual harassment and harassment based on sex will be given to the entire workforce. This training will begin for those groups that, due to their organizational chart or background, are more susceptible to harassment and the people who are going to support the victim.
- It will be ensured that questions relating to sexual harassment or harassment based on sex are included in psychosocial risk assessments and work environment.
- The integration of new staff will be favoured, avoiding situations of isolation by monitoring the worker, not only in their initial reception process, but also after it.
- Insinuations or statements that are contrary to the principles outlined above, both in language, communications and attitudes, are prohibited. Among other measures, any image, poster, advertising, etc. that contains a sexist and stereotypical vision of women and men will be eliminated.
- When conduct that is not acceptable in a certain group or work team is detected, the company's management will immediately contact the person responsible for said group/team, in order to inform them of the situation detected, the obligations that must be respected and the consequences arising from non-compliance, and will proceed to implement the protocol.

An active attitude will be maintained in the adoption of new measures or in the improvement of existing ones, which allow optimal coexistence at work to be achieved, safeguarding the rights of workers.

## SCOPE OF APPLICATION AND VALIDITY

This procedure affects all persons contractually linked to the company, whether by means of a commercial, employment or trust contract, and must be respected by the staff of any collaborating company operating in the company's workplaces.

This protocol will be valid indefinitely, without prejudice to the fact that, depending on the needs detected, actions may be modified or incorporated, after the negotiation and corresponding agreement with the Social Part.

## 3. PROCEDURE FOR ACTION AND INTERVENTION IN THE FACE OF SEXUAL HARASSMENT AND HARASSMENT BASED ON SEX.

If it occurs, help must be guaranteed to the person who suffers it and prevent, with all possible means, that the situation is repeated.

Likewise, any employee who becomes aware of the existence of an alleged case of sexual harassment or harassment based on sex must report it as soon as possible through one of the channels indicated in this Protocol. It should be noted that both the tolerance of harassing behaviour and the concealment of these, if known, can have disciplinary effects in accordance with current regulations.

GUARANTEES that will accompany the procedure:

- Diligence and speed: The investigation and resolution procedure will be urgent, agile and fast, with diligence and without undue delays. It will offer credibility, transparency and fairness, being carried out with due professionalism and thoroughness on the facts denounced, so that it can be completed in the shortest possible time respecting the due guarantees.
- Respect for and protection of persons: it will adopt the appropriate measures to guarantee the right to protection of the dignity and privacy of the people affected, including the people allegedly harassed and harassed.

The actions or proceedings must be carried out with the greatest discretion, prudence and with due respect for all the people involved, who in no case may be treated unfavourably for this reason. During the procedure, the protection, safety and health of the person allegedly harassed will be guaranteed.

- Accompaniment and information: The people involved may be accompanied either by the trade union organisations or by someone they trust or to be legally assisted throughout the process, as well as to be informed of the progress of the complaint.
- Respect for the rights of the parties: The investigation of the complaint must be carried out with sensitivity and respect for the rights of each of the affected parties. The Protocol must guarantee, in any case, the rights of all parties to their dignity and privacy and the right of the complainant to his or her physical and moral integrity, taking into account the possible physical and psychological consequences that arise from a situation of harassment.

- Impartiality and adversariality: The procedure must ensure a fair hearing and fair treatment for all affected persons. All persons involved in the proceedings shall act in good faith in the search for the truth and the clarification of the facts denounced.
- Confidentiality and anonymity: The persons involved in the procedure are obliged to maintain strict confidentiality and confidentiality and must not transmit or disclose information on the content of the complaints filed, resolved or in the process of investigation of which they are aware.
- Preservation of identity: Therefore, from the moment the claim, complaint or complaint is made, the persons responsible for processing it will assign alphanumeric identification codes or other similar procedures to identify the affected parties and ensure that their identity is preserved.
- Secrecy: It is the duty of the persons involved in the procedures provided for in this Protocol to maintain due discretion over the facts that they know by reason of their position in the exercise of the investigation and evaluation of claims, complaints and denunciations, without being able to make use of the information obtained for their own benefit or that of third parties. or to the detriment of the public interest.
- Adoption of measures of all kinds, including, where appropriate, disciplinary measures, against the person(s) whose sexual and gender-based harassment conduct is proven.
- Sexual harassment and harassment based on sex will be treated in accordance with the disciplinary regime applicable to very serious offences.
- Reversal of the burden of proof: In application of the criteria established by article 13 in relation to article 12 of the LOIEMNH 3/2007 with respect to judicial proceedings relating to the defence of equality between men and women, in proceedings in which the allegations of the plaintiff are based on discriminatory actions on grounds of sex, It will be up to the defendant to prove the absence of discrimination in the measures adopted and their proportionality, except in those cases in which the procedure may give rise to the demand for disciplinary responsibility. It is up to the complaining party, beforehand, to provide the necessary indications of harassment that trigger the reversal of the burden of proof.

#### **4. SEXUAL AND GENDER-BASED HARASSMENT INVESTIGATION TEAM**

Given the specificity of harassment, as well as the need for confidentiality and secrecy, a Sexual and Gender-Based Harassment Investigation Team will be created, which will be composed of people who must meet the conditions of aptitude, objectivity and impartiality required by the procedure. To this end, they will be trained in sexual and gender-based harassment or will be trained if they do not have this training. They will be appointed by mutual agreement between the Management and the Social Part.

The team will be made up of two technical people from Human Resources and another two from the Social Part.

They may not have a direct relationship of dependence or kinship with any of the parties, nor

may those who have the character of a person denounced or complainant be part of this team.

This team will have the functions of:

- a) Receive all complaints of sexual harassment or gender-based harassment.
- b) Carry out the investigation of complaints in accordance with the provisions of this protocol, for which the Management will have the necessary means and will have access to all the information and documentation that it may have in relation to the case. They will have free access to all the centre's premises, and all staff must provide the due collaboration required by the Team. Being able to collect qualitative and quantitative information on the indicators of the prevention service.
- c) Recommend and manage with the Human Resources Department the precautionary measures it deems appropriate, for the people involved, without prejudice to their working conditions. (e.g. teleworking, etc.)
- d) Prepare a report of conclusions on the alleged harassment investigated.
- e) Supervise the effective enforcement of sanctions imposed as a result of cases of sexual and gender-based harassment.
- f) To ensure the guarantees included in this Protocol.
- g) Any others that may arise from the nature of their functions and from the provisions of this Protocol.

In the event of recommending the opening of disciplinary proceedings, this Investigation Team will transfer all the information and documentation of the disciplinary proceedings to the investigator appointed by the Directorate, ending the investigative function.

## **5. ACTION PROCEDURE**

### **1. Whistleblowing phase**

The presentation of a claim, complaint or complaint may be made, always with the consent of the victim, by:

- a) any person falling within the scope of this Protocol who is considered to be a victim of sexual harassment or harassment based on sex;
- b) the Social Council or, failing that, the social part.
- c) or any other person in the company who has knowledge of the existence of sexual harassment or gender-based conduct.

The complaint shall be made in writing, in accordance with the model established for this purpose.

This complaint must be sent duly completed to the email address -----

It may also be filed with the Human Resources Directorate or the social part of the Human Resources Department by means of a physical registration of the same, which will send it to the complaint box for processing.

#### Reporting requirements

The complaint will always be made in writing. The persons responsible for the investigation of the procedure will assign it a file number within a maximum period of two days from the submission of the complaint.

The complaint must contain the following information (a model is attached):

Identification of the complainant and contact details.

Identification of the alleged harasser and position he or she holds.

Identification of the alleged victim and position he or she holds.

A chronological and detailed description of the facts (since when the facts were known, people involved, origin of the conflict, events that occurred, specifying place and dates, etc.)

Identification of possible witnesses.

Copy of all documentation that may prove the facts or other information deemed relevant.

- Signature of the complainant as proof of conformity.

The person who files a complaint will receive a letter with the name, ID and signature of the person who receives the complaint, the date on which it is delivered and the file number.

## **2.- Research phase**

The entire process must be carried out with the utmost speed, confidentiality and secrecy by the members of the Sexual and Gender-Based Harassment Investigation Team.

The Human Resources Department, in contact with the harassment treatment team, will meet within a period of no more than 7 days.

When the complaint does not respond to any situation of sexual harassment or harassment based on sex, as it has been defined, the Team will communicate this fact to the Human Resources Department and will communicate it to the complaining party, giving sufficient reasons for its decision. In the event that any other type of harassment is detected, it will be transferred to the relevant investigation team to take charge of the case and conclude the procedure.

On the other hand, when the complaint denounces sexual harassment or harassment based on sex, an investigation phase will be followed.



## **2.1. Abbreviated procedure**

The purpose of the abbreviated procedure is the rapid and agile action by the company, in order to resolve the reported situation.

The investigators will be responsible for interviewing, separately, the complainant and the accused or any other person they deem necessary.

The procedure will be initiated at the request of the harassed person or any other person who witnesses the harassment, by means of communication by the means referred to above

### **Commencement of proceedings**

The Investigation Team, in an abbreviated procedure, will summon the parties involved and those persons who can provide relevant information, within a period of no more than 5 days from the receipt of the complaint, to an interview whose purpose will be to clarify the facts.

Its objective will be to solve the problem in an agile way, on the occasions in which the fact of expressing to the person denounced the offensive and intimidating consequences that are generated by their behavior, is enough to solve the problem.

### **Previous report**

Once the interview has been completed and within a maximum period of 3 days, the Team must prepare a report in which the result of the investigation and the proposal will be expressed, which may mean the closure of the procedure or the continuation of the investigations through a formal procedure. In any case, the Management will take measures to prevent the harassed person from being exposed to the situation reported.

In the case of transferring this file to a formal procedure, secondary revictimization will be avoided by making the victim go through successive interviews and statements recalling a moment or moments of his life that he or she intends to forget.

The report must contain a brief account of the facts and evidence provided by the persons interviewed. The minutes will express the proposed measures, the purpose of which will be to prevent any other future situation.

In the event that the situation cannot be solved by expressing to the person denounced the need to modify his or her behaviour or when the seriousness of the facts so indicates, the formal procedure will be initiated.

## **2.2. Formal procedure**

Depending on the seriousness of the facts, the Sexual and Gender-Based Harassment Investigation Team may request the Human Resources Directorate to adopt precautionary measures for the separation of the persons involved without prejudice to their working conditions.



During the investigation, all affected persons and witnesses will be heard, and any steps deemed necessary will be carried out. The intervention of witnesses will be strictly confidential. This hearing procedure will include, at least, a private interview with the alleged harasser in which he or she can defend himself or herself against the accusations made against him/her. You may be accompanied.

Once the investigation has begun, if the victim so wishes, he or she will only testify once, unless it is essential for the resolution of the case, guaranteeing confidentiality and speed in the process.

Throughout the process, the victim may be assisted by the social part or by whomever he or she considers.

The decision taken by the harassed person on the status of the proceedings will be respected at all times.

### **2.3. Completion of the process**

The investigation file will be aimed at verifying and ascertaining the facts and will not last more than 30 working days, unless the investigation of the facts requires an extension of the period for an essential time.

Once the investigation has been completed, within 10 working days, the Sexual and Gender-Based Harassment Investigation Team will issue the report in which the facts will be recorded, making an assessment of them and proposing, where appropriate, corrective and even sanctioning measures. This report will be sent to the Human Resources Directorate, to the person reported and to the complainant.

The Human Resources Directorate will be responsible for imposing the disciplinary measures proposed by the Investigation Team.

#### **Preparation of the report**

The report must include the following information:

- Background to the case, which will include a summary of the arguments raised by each of the parties involved.
- Description of the main facts of the case.
- Summary of the proceedings carried out.
- Final assessment with any particular contributions that may exist and evidence of measures.
- Express determination of the existence or not of harassment.
- Signature of the members of the research team.

### 3.- Actions to be taken derived from the procedure

If the *existence of harassment is determined*, the agreed final report will be forwarded to the Management, so that it can adopt the corresponding disciplinary measures, a decision that will be taken within a maximum period of 10 calendar days.

If the sanction imposed does not result in the dismissal of the aggressor, the appropriate measures will be taken to ensure that the aggressor and the victim do not live in the same work environment, with the aggressor having the option of remaining in his or her post or the possibility of requesting a transfer; measures that may not lead to either an improvement or a detriment to their working conditions.

In the event that it has been proven that *there is no harassment*, the file will be archived.

If, as a result of the investigation carried out, the *non-existence of harassment* is confirmed, but it is revealed that there is an *underlying relevant personal conflict* generated by the work, the Investigation Team will transfer this conclusion to its report so that the Management can act accordingly.

Notwithstanding the foregoing, if the investigation carried out shows that the person reporting the harassment has acted with a proven lack of good faith or with the intention of harming, the company may adopt the measures provided for in the cases of breach of contractual good faith established in the Workers' Statute.

## 6. MEASURES TO BE TAKEN AFTER THE END OF THE PROCEDURE IN WHICH SEXUAL OR GENDER-BASED HARASSMENT HAS BEEN FOUND

Once the procedure has been completed, the Sexual and Gender-Based Harassment Investigation Team may propose the following measures:

- Psychological and social support for the harassed person.
- Modification of those working conditions that, with the consent of the harassed worker, are considered beneficial for their recovery.
- Adoption of surveillance measures to protect the harassed worker.
- The company will take the appropriate measures to prevent the recidivism of the sanctioned persons.
- Training or retraining will be provided for the victim's professional updating when he or she has been in TD for a prolonged period.
- Consider the time that he or she may have been on sick leave due to the situation of sexual harassment and on the basis of sex assimilated to an accident at work in relation to the TD benefits.
- Reiteration of ethical and moral standards.
- Assessment of psychosocial risks in the company

## MONITORING AND EVALUATION OF THE PROTOCOL FOR CASES OF SEXUAL HARASSMENT OR HARASSMENT BASED ON SEX (IN THE EVENT THAT THERE IS NO EQUALITY COMMISSION OR MONITORING COMMITTEE FOR THE EQUALITY PLAN)

A committee will be created to deal with situations of sexual harassment and harassment based on sex, parity and will be responsible for monitoring this protocol. To this end, it shall perform the following functions:

1. It will meet annually to review complaints of harassment, and will prepare a joint report of its actions, which will be delivered to the Management and which will be made public to the entire workforce. The aforementioned report must respect the right to privacy and confidentiality of the people involved.
2. It will prepare an annual report to ensure the effectiveness and confidentiality of the protocol and adapt it if deemed necessary.

### Other considerations

All persons falling within the scope of this Protocol have the right to use this procedure with guarantees that they will not be subjected to intimidation or unfair, discriminatory or unfavourable treatment. This protection shall be extended to all persons involved in such proceedings. Therefore, any retaliation against people who make a complaint, witness, collaborate or participate in the investigations carried out is expressly prohibited, and against those people who oppose any situation of sexual harassment or harassment based on sex against themselves or third parties.

The use of this Protocol does not prevent any person within the scope of application of the Protocol from having recourse at any time to civil, criminal, social or administrative courts to exercise their right to effective judicial protection.

## COMPLAINT FORM FOR SEXUAL AND/OR GENDER-BASED HARASSMENT

<b>APPLICANT</b>			
<input type="checkbox"/>	Affected person	<input type="checkbox"/>	Human resources
<input type="checkbox"/>	Representation of the workforce	<input type="checkbox"/>	Prevention service
<input type="checkbox"/>	Department of persons affected (indicate):		
<input type="checkbox"/>	Other (indicate):		
<b>TYPE OF HARASSMENT</b>			
<input type="checkbox"/>	Sexual harassment	<input type="checkbox"/>	Harassment based on sex
<input type="checkbox"/>	Unspecified	<input type="checkbox"/>	

<b>DETAILS OF THE ALLEGED AFFECTED PERSON</b>			
Name and Surname			
DNI/NIE		Contact number	telephone
Sex		Contact email	
<b>PROFESSIONAL DATA OF THE AFFECTED PERSON</b>			
Work center		Workstation	

<b>DETAILS OF THE ALLEGED HARASSER</b>			
Name and Surname			
<b>PROFESSIONAL DATA OF THE ALLEGED HARASSER</b>			
Work center		Workstation	

<b>DESCRIPTION OF THE FACTS</b>			
Chronological and detailed description with places and dates (from when the facts are known, people involved, and positions they occupy)			
POSSIBLE WITNESSES		YES	NO
If yes, indicate name and surname:			
ATTACHED DOCUMENTATION		YES	NO
If yes, detail			
<b>REQUEST</b> _____			
	I request the initiation of the protocol for the prevention of sexual and/or gender-based harassment.		
Location and date :		Signature of the applicant.	
Signature and ID of the recipient of the application			
File number:			

This

document will be delivered to:

	HR Manager		Equality Commission
	Social part		

- ii. Protocol for Comprehensive Assistance and Protection against Gender Violence



**COMPREHENSIVE HELP AND PROTECTION PROTOCOL  
AGAINST GENDER VIOLENCE**

**GRUPO MARCO EMPRESARIAL (GRUPO MARCO).**

## Introduction

### **Organic Law 1/2004 Article 1, on Comprehensive Protection against Gender Violence:**

**"Any act of violence (...) that, as a manifestation of discrimination, the situation of inequality and the power relations of men over women, is exercised over women by those who are or have been their spouses or by those who are or have been linked to them by similar relationships of affection, even without cohabitation. (...) that has or may result in physical, sexual or psychological harm or suffering to women, as well as threats of such acts, coercion or arbitrary deprivation of liberty, whether they occur in public or in private life"**

In the conviction of the need to contribute, from all areas, to facilitate the right to protection and comprehensive social assistance of women victims of gender violence, the Company and the Social Party decide to sign the following **AGREEMENT**:

Protocol for comprehensive aid and protection against gender violence.

## Preamble Agreement

Spanish society, through the legislative power, has become aware of and has taken a significant step on the road to the eradication of a current social problem such as discrimination against women, as objects of violence, for the mere fact of being women.

The approval of the Organic Law on Comprehensive Protection Measures against Gender Violence (L.O. 1/2004), represents an important recognition of rights for women victims of gender violence and reinforces the commitment to the elimination of violence acquired by public institutions and social organizations.

It is the public authorities that have sufficient capacity to adopt such measures, at all levels, to give effect to the rights of women subjected to situations of violence and, therefore, discrimination. Consequently, the aforementioned Organic Law specifies the actions and regulatory modifications aimed at making the protection of women subjected to violence real and effective.

These legal modifications are also reflected in the field of social law, providing for the circumstance of women in the workplace. The Company, in application of a policy to achieve socially sustainable development, wishes that the regulation in question, beyond its textual compliance, can be developed, and where appropriate, improved, with regard to the labour relations of working women.

This agreement aims to adapt the labour contents of Organic Law 1/2004 to the reality of the Company's organisation, in an attempt to enforce the rights regulated therein.

The Company urges the collaboration of the entire workforce, at all levels, in order to make effective the rights developed herein, as well as in the achievement of a society without discrimination on the basis of gender.



## **Personal sphere**

The purpose of this Protocol is to raise awareness through its dissemination among the company's personnel against any act of physical and psychological violence that, as a manifestation of inequality and discrimination on grounds of sex, is exercised by a man on a woman; including attacks on sexual freedom, threats, coercion or arbitrary deprivation of liberty.

The agreement is aimed at providing global and coordinated support in the Company to those workers who are victims of gender-based violence in the specification defined in L.O. 1/2004, from the precise moment of recognition as a victim of gender-based violence through the means set out in RD Law 9/2018.

## **Functional scope of action**

All the entities and work centres of GRUPO MARCO (Indutec Instalaciones , General de Maquinaria, Alvipre Factory and Vials I Medi Ambient).

## **Condition for applying these measures**

To have the status of Victims of gender violence, workers must have it accredited judicially or administratively, such as: women's observatory/gender violence, action reports of social workers or medical personnel, as set out in RD Law 9/2018.

## **Implementation of legal measures**

L.O. of Comprehensive Protection Measures against Gender Violence

### **1. Reduction of working hours and reorganisation of working time (Workers' Statute, art. 37.8)**

The worker who is a victim of gender-based violence will have the right, in order to make effective her protection or her right to comprehensive social assistance, to a reduction in the working day with a proportional reduction in salary or to the reorganisation of working time, through the adaptation of the working schedule, the application of flexible working hours or other forms of organisation of working time used in the Company.

These rights may be exercised under the terms established for these specific cases in the collective agreements or in the agreements between the Company and the workers' representatives or in accordance with the agreement between the Company and the affected worker.

Failing this, the specification of these rights will correspond to the worker. Discrepancies arising between employer and employee shall be resolved by the competent jurisdiction through the procedure established in article 138 bis of the Labour Procedure Act.

### **2. Relocation to another workplace (Workers' Statute, art. 40.4).**

A worker who is a victim of gender-based violence and who is forced to leave her job in the town where she has been providing her services, in order to ensure her protection or her right to comprehensive social assistance, will have a preferential right to occupy another job, in the same professional group or equivalent category, that the Company has vacant in any other of its workplaces.

The Company will be obliged to notify the worker of any vacancies existing at that time or those that may occur in the future.

The transfer or change of workplace will have an initial duration of six months, during which the Company will have the obligation to reserve the position previously occupied by the worker.

At the end of this period, the worker may choose between returning to the previous one or continuing in the new position, in which case, the aforementioned obligation to reserve will lapse.

### **3. Suspension of the employment contract and right to receive unemployment benefit**

The employment contract may be suspended by decision of the worker who is forced to leave her job as a result of being a victim of gender violence. (Workers' Statute, art. 45.1.n). Comment: Ensure that you have reserved the job during the period of suspension)

During the period of suspension, and provided that the qualifying conditions are met, the worker who is a victim of gender violence will be entitled to receive unemployment benefit. These contributions may be taken into account for a new benefit. (General Social Security Law, art. 267.1.b). 2 and 269.2).

### **4. Termination of the employment contract with the right to unemployment benefit**

The employment contract may be terminated by decision of the worker who is forced to leave her job permanently as a result of being a victim of gender violence. (Workers' Statute, art. 49.1.m))

In accordance with current regulations, the period of suspension and contributions made during it will be counted as an effective contribution period for the purposes of applying for Social Security benefits, such as unemployment, retirement, permanent disability, death or survival benefits, maternity and care of minors affected by cancer or other serious illness (LGSS, Article 165(5)

### **5. Accreditation of the legal situation of unemployment**

The legal situation of unemployment will be accredited by written communication from the employer on the termination or temporary suspension of the employment relationship, together with the protection order in favour of the victim or, failing that, together with the report of the Public Prosecutor's Office indicating the existence of indications of the status of victim of gender violence. (General Social Security Law, art. 267.3.b))

A worker who is a victim of gender-based violence may apply to the Social Security for unemployment benefit or subsidy during the period of suspension (General Social Security Law "LGSS", article 267, section 1.a.5º), provided that she meets the general requirements of social security regulations.

In accordance with current regulations (section 1 of article 207 of the LGSS), the termination of the employment relationship of the working woman as a result of being a victim of gender violence allows access to the modality of early retirement.

### **6. Absences or lack of punctuality from work**

Absences or lack of punctuality due to physical or psychological situations arising from gender violence will be considered justified when determined by the social care services or health services, as appropriate, without prejudice to the fact that such absences are communicated by the worker to the Company as soon as possible. (Law on Gender Violence, art. 21.4)

### **7. Dismissal of the worker who is a victim of gender violence**

The dismissal of workers who are victims of gender-based violence for exercising their right to effective judicial protection or the rights recognised in the Workers' Statute to make their protection or their right to comprehensive social assistance effective will be null and void. (Workers' Statute, art. 55.5.b)

### **8. Replacement of a worker who is a victim of gender violence**



The signing of an interim contract to replace a worker who is a victim of gender violence and who has suspended the employment contract or exercised her right to geographical mobility or to change her workplace, will have a 100% discount on the employer's contributions for common contingencies during the entire period of suspension of the contract of the replaced worker or for six months in cases of geographical mobility or Change of workplace. (Law on Gender Violence, art. 21.3)

## **Proposals for improvements to Organic Law 1/2004**

In order to develop and improve the working conditions of working women who are victims of gender-based violence, we propose the following improvement measures:

### **Reduction of the working day.**

A worker who is a victim of gender-based violence may reduce her ordinary working day WITHOUT a proportional reduction in her remuneration (salary and non-salary), for the time essential to meet her needs. The realization of this right will correspond to the worker.

### **Reorganization of working time.**

The worker may reorganize her working time through the adaptation of the schedule, the application of a flexible schedule, the choice of shift or any other form of organization of the working time used in the Company.

### **Permissions.**

A woman who is a victim of gender-based violence will be provided with the necessary leave to carry out administrative, judicial or medical procedures, including those that may affect children in her care, in order to exercise her right to protection or comprehensive social assistance.

Such leave, regardless of that legally or conventionally agreed, shall be paid. In its processing and justification, the usual procedures of each entity will be followed.

The use of these leaves will not be considered absence for the purposes of collecting bonuses or bonuses whose purpose is to encourage attendance at work.

### **Leave of absence due to gender violence.**

A woman who is a victim of gender-based violence, in order to ensure her protection or her right to comprehensive social assistance, will have the right to request leave of absence without the need to have provided a minimum period of previous services and without any period of permanence in it being applicable. He or she will have the right to reserve the job for the first six months, extendable for periods of three months, with a maximum of eighteen (or 24 months), when it appears from the judicial protection proceedings that the effectiveness of the victim's right to protection requires it. This period will be computed for the purposes of promotions, seniority and passive rights.

### **Relocation to another Company Centre (Transfers).**

A worker who is a victim of gender-based violence and is forced to leave the job where she has been providing her services will have the right to be transferred to any other centre available to the Company, in order to ensure her protection or her right to comprehensive social assistance, in one of the following ways:

The right to occupy another job, in the same professional group or equivalent category, vacant in any other centre of the group, for an initial duration of up to 12 months (18 months, or for the necessary time), during which the Company will have the obligation to reserve the job previously occupied by the worker.

In the event that there is no vacancy within an equivalent category, the worker will have the right to transfer to any other job, respecting, in any case, her original remuneration.

If the employer alleges the impossibility of transfer, the latter must justify, demonstrate and reason in a reliable and objective manner, the economic, technical, organisational or production reasons, to the RLPT / Social Agents.

In the case of a final judgment, if the victim and her aggressor work in the same workplace and the latter has not been dismissed by the Company, it will be the woman's decision, who is the person who is transferred.

#### **Financial aid.**

Financial aid will be granted for female workers who are victims of gender violence in the following cases:

Relief funds: school, visits or psychological/medical treatment, first needs,

Change of address grant, as well as three days of paid leave. For transfer or in cases of mobility of the worker to another Company Centre, whether the displacement is temporary or permanent, other economic measures of accompaniment may be agreed.

Temporary Disability, the necessary supplements will be paid so that, together with the legal benefit that corresponds to him, he reaches the same level of ordinary remuneration that he was receiving in the previous months.

Loans: support will be provided with banks with which the company works to have access to favourable conditions for these workers.

#### **Vacation.**

If the worker's right to protection or comprehensive social assistance makes it necessary to set the holiday period on certain dates, formulas will be sought to adapt the usual or conventional processes established for the allocation of holidays to the specific case.

#### **Psychological assistance.**

The company will provide through the mutual insurance company and/or assume the cost of external psychological assistance for the worker who is a victim of gender violence for the number of sessions that the specialist deems appropriate and not exceeding, where appropriate, 20 total sessions per year, or the price of 55 euros per session.

### **Comprehensive management of the employment situation of the worker who is a victim of gender violence.**

As soon as it is known that a worker belonging to the workforce is a victim of gender violence, said worker will be approached to a person within the organization that will be responsible (HR Department), with the greatest discretion and confidentiality possible, for providing support and collaboration and for managing the labor measures contained in the L.O. and in this agreement that are adapted to her situation and that facilitate both her protection such as their right to integrated social assistance.

The persons designated to carry out these tasks shall have the information and training necessary for the effective performance of the same.

The management must inform the Social Agents of the number of cases of gender violence that are dealt with within the Company, as well as the measures applied in each of them, maintaining due confidentiality between both parties.

### **Security measures for victims of gender-based violence.**

Workers who are victims of gender-based violence may take advantage of teleworking in cases where they request it for their safety.

A contact of the company will be provided to provide all the necessary information in the event that it is required.

### **Monitoring and validity of the agreement**

This agreement is, in principle, linked to the validity of the L.O. 1/2004 on comprehensive protection measures against gender violence. Consequently, as long as situations of gender violence continue to exist in Spanish society, making it necessary to continue this legal regulation, this agreement has a vocation for stability.

However, the measures to improve Organic Law 1/2004 that are included in this agreement will depend on the protection order of the worker who is a victim of gender violence.

The conditions that gave rise to the concession in question will be reviewed periodically, and will be extended according to the evolution of the circumstances of the interested party.

### iii. Operating Regulations of the Equality Plan Monitoring and Evaluation Committee

#### **Article 1.- Monitoring and Evaluation Committee of the Equality Plan**

The Monitoring Committee of the I EQUALITY PLAN OF GRUPO MARCO is constituted under the provisions of the Monitoring and Evaluation section of the agreement signed on 24 June 2024 with the task of interpreting and evaluating the degree of compliance with the same, the objectives set and the programmed actions and the other functions and attributions that the Plan entrusts to them that are reproduced.

The Monitoring and Evaluation Committee is constituted as a single committee and will be responsible for monitoring the implementation, ensuring the application and compliance with the contents and objectives of the plan, and for knowing the development and results obtained in the different areas of action, during the development and implementation of the Equality Plan.

#### **Article 2.- Composition of the Monitoring and Evaluation Committee**

The Monitoring and Evaluation Committee will have the composition that has been agreed in the Equality Plan, being made up on an equal basis by the representation of the company and by the representation of the workers, with the designation of the following people:

On the social side:

For schools without RLPT:

- MR. JAIME LÓPEZ NAVARRO, Equality Technician at CC.OO. of the Habitat
- Ms. MARIAN LOPEZ MARTINEZ, Equality Technician at CC.OO. of the Habitat

On the business side:

- MR. JUAN CARLOS ESCOLANO PUEYO Director of the Department of Integrated Management System (IMS), PRL, Q, MA and ID.
- Ms. LORENA JULIA SATUE SARTIER, Human Resources Technician.

The meetings of the Monitoring and Evaluation Committee may also be attended by the necessary advisors that each of the parties considers.

#### **Article 3.- Functions of the Monitoring Committee**

The Monitoring and Evaluation Committee will ensure that the objectives of the Plan are met, that the agreed measures are carried out, with the necessary deadlines and resources, as well as with those responsible, indicators and a timetable for their evaluation. The functions and powers of the Monitoring Committee will be those reflected in the Equality Plan:

- Continuously evaluate the management of the Equality Plan, arbitrating the necessary measures for the fulfilment of the objectives set.
- To know and resolve conflicts arising from the application and interpretation of the Equality Plan.
- Negotiate and agree on the Protocol on sexual and/or gender-based harassment in order to annex it to the Equality Plan and set up an investigating committee for the signing of the equality plan.
- Ensure that any current or future regulations existing in the organisation do not violate any of the measures approved in the Equality Plan.

- Modify, include or eliminate any measure if the need is detected in the monitoring process.
- Carry out the annual monitoring of compliance with the measures agreed in the equality plan, both in terms of their content and in the time foreseen.
- Prepare annual reports, reflecting the review of the indicators and the evolution of the objectives achieved by each measure according to the implementation schedule.
- Participate actively to ensure the implementation of the measures, correct in the event of any incident and give proposals to solve any issues that may solve the difficulties that may arise.
- Comply with the calendar set for the monitoring and evaluation of the Plan, as well as define a schedule of meetings of the commission itself that facilitates the organization and active participation of the parties.
- Any other function that may be decided within the committee that promotes values and the achievement of the end of equality as a legal guarantee in the company.
- Preparation of the final evaluation report of the Equality Plan.

#### **Article 4.- Operating regime of the Monitoring and Evaluation Committee**

Meetings of the Monitoring and Evaluation Commission.

The Commission agrees to meet:

- Ordinarily, once a year (except for the first year when two meetings will be scheduled). The first meeting was set for June 25, 2025 at 9:00 a.m.
- Extraordinarily, at the request of any of the parties within 10 working days of the request.

The call for meetings must be sent by email by the company at least 7 days before the meeting is held, indicating the matters. It will always be accompanied by the necessary documentation to carry out the work and to present, where appropriate, allegations and proposals.

For the meetings to be held, it is required that half plus one of the people from each of the parts of the Monitoring and Evaluation Committee be present.

Tools:

For the monitoring and evaluation system of the equality plan, the tools agreed in the Equality Plan will be available:

- Monitoring sheets of measures of the Equality Plan.
- Equality Plan Evaluation Sheets.
- Annual Monitoring Report
- Final evaluation report

Minutes:

At each meeting, minutes shall be drawn up, which shall state:

- The summary of the matters covered.
- The total or partial agreements adopted.
- The points on which there is no agreement, which may be taken up, if necessary, later in other meetings.

The draft minutes will be made by the business side and must be sent by the company to the social part within a period of no more than 5 working days for its contributions.

The minutes will be approved and signed, with statements by the party, if necessary.

Adoption of agreements:

The decisions of the committee will generally be taken by consensus. The parties will negotiate in good faith, with a view to reaching an agreement, requiring, if necessary, the majority of each of the parties for the adoption of agreements, both partial and total. In any case, such agreement will require the agreement of the majority of the representation of the workers that make up the Committee.

#### **Article 5.- Confidentiality**

The members of the Monitoring and Evaluation Committee, as well as, where appropriate, the experts or advisors who assist it, must at all times observe the duty of secrecy with respect to the information that has been expressly communicated to them on a confidential basis.

In any case, no type of document delivered by the company to this Monitoring and Evaluation Committee may be used outside the strict scope of the latter or for purposes other than those for which it was delivered.

#### **Article 6.- Resources**

In the event that the Equality Monitoring and Evaluation Committee has an RLPT at any time, the hours of preparation and meetings will be considered effective working time, not counting for the purposes of union hours.

The expenses that may be incurred by the people who make up the Monitoring and Evaluation Committee (travel, maintenance, accommodation, etc.) for its meetings will be borne by the company.

For the proper functioning of the Equality Monitoring and Evaluation Committee, the company will provide the company's people, both from the business and social sides, who make up the Monitoring and Evaluation Committee, with training in equality matters.

#### **Article 7.- Modification of the regulations**

These regulations will be adapted and modified at the proposal of any of the component parts of the Monitoring and Evaluation Committee and with the agreement of the majority of the people who make up the committee.

Any legal or regulatory provision that affects the content of this agreement will be adapted to it by the Monitoring and Evaluation Committee.

#### **Article 8.- Validity of the regulations**

These Regulations will be in force from 24 June 2024 to 23 June 2028, or until the dissolution of the monitoring committee.

#### **Article 9.- Communication to the staff**

The trade union organisations, which are part of the negotiating table, will be able to go to the centres without legal representation of the workers to inform the workforce of the negotiation and dissemination of the company's equality plan. Always with prior notice and with the sole purpose of ensuring the correct dissemination of the Equality Plan.

#### **Article 10: Extrajudicial Dispute Resolution**

In the event of unjustified obstruction of the progress of the negotiation or suspension of the negotiation, any of the parties may resort to the mediation and arbitration bodies designated for this purpose.

The parties agree to fully and unconditionally adhere to the VI Interconfederal Agreement on the Extrajudicial Settlement of Labour Disputes (ASEC), fully submitting to the mediation bodies, and where appropriate arbitration, established by the Interconfederal Mediation and Arbitration Service (SIMA).

And as proof of conformity, the parties sign this document, being June 24, 2024.