

FANOX has a series of policies and procedures that allow it to manage the principles of gender and social equality within the company. All these policies are contained in the **FANOX Equality Plan**.

The purpose of the FANOX Equality Plan is to comply with the Organic Law 3/2007, of March 22nd, on Effective Equality between Women and Men and the Royal Decree-Law 6/2019, of March 1st, on Urgent Measures to Guarantee Equal Treatment and Opportunities between Women and Men in Employment and Occupation.

The **Management's Commitment to Equality and Non-Discrimination** is essential to achieve the involvement of the team in this task and, together, to ensure that this Equality Plan is an effective instrument for improving the working environment, optimizing the capabilities and potential of the entire team and, therefore, improving the quality of life and increasing productivity.

The FANOX Equality Plan is **designed for the company's workforce** and is not exclusively aimed at women. Achieving absolute equality means not only avoiding discrimination based on sex (equal treatment) but also achieving equal opportunities between women and men in access to the company, hiring and working conditions, promotion, and training, remuneration, reconciliation of personal, family, and work life, occupational health, etc.

The FANOX Equality Plan foresees to ensure the absence of discrimination (direct or indirect) in the procedures, tools, and actions related to Selection, Recruitment, Promotion and Professional Development, Communication, Remuneration, and Occupational Health, in line with the company's Principles and policies. For these purposes, the FANOX Equality Plan has among its main objectives, according to each of the areas of action, the following:

- **Dissemination and commitment to Equality.**

Ensure that internal and external communication promotes an equal image of women and men and guarantees that the internal media and its contents are accessible to the entire team. Raise awareness, train, and sensitize all levels of the organization to the principles of equality and non-discrimination, promote their internalization, and publish the company's commitment to the Equality Plan internally and externally.

- **Selection and Recruitment Process.**

Promote selection and promotion processes that avoid vertical and horizontal segregation and the use of sexist language. This is intended to ensure transparent selection procedures for entry into the company through the drafting and non-discriminatory dissemination of job offers.

- **Training.**

To bring the knowledge of training actions closer to the team, improve their access to training aimed at professional development, and implement training actions in equal treatment and opportunities.

- Professional Promotion.

Promote and guarantee direct and indirect equal opportunities between men and women in the promotion and professional development process. Periodically analyze the employment and promotion situation in order to avoid non-parity situations.

- Exercise the corresponding rights of Personal, Family, and Work Life.

Achieve a more significant and better reconciliation of personal, family, and work-life for men and women through awareness campaigns, dissemination of existing legal and contractual leaves of absence and leaves of absence.

- Prevention of Sexual Harassment and/or Harassment based on Gender.

To ensure that male and female employees enjoy a work environment free of all types of harassment and intimidation and in which the dignity of people is a value that is defended and respected.