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A. CARTIF COMMITMENT

In CARTIF Foundation, we are consciouss that our business management has to be in consonance with the needs and demands of the society, that is why we have asume the commitment for the elbaoration of a equality plan between women and men at the company, following the guidelines set out in the relevant legislation and therefore subject to the absolute subjection to the integration of the principle of equal treratment and opportunities as set out in Organic Law 3/2007, for the effective equality of women and men.

We face the implementation of the Equality Plan as a modernisation of our business management system, which will undoubtedly produce an internal structure and relations with society in which our actions are free of discriminations on grounds of sex, contributing to progress towards a society in which equality is real and effective.



Boecillo on June 15, 2020

Fdo. José Ramón Perán González General Manager of CARTIF Foundación

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B.LEGAL FRAMEWORK

The Spanish Constitution, in his 14 article, proclaims the right to equality and to the no discrimination on grounds of sex.

In the Convention on the elimination of all discrimination froms against women, adopted by the United Nations Genral Assembly in Decembr 1979 and ratified by Spain in 1983 equality between women and men is a universal legal principle.

Equality is also a fundamental principle in the European Union. Since the entry into force of the Treaty of Amsterdam on May 1 of 1999, equality between women and men and the elimination of the inequalities between women and men are an objective to be mainstreamed in all the policies and actions of the Union and its members.

The drafting of this Equality Plan is born not only because the company is obliged to draw it up, but also by the manifest intention not only on the part of the management, but also of the personnel that make up the organisation, to constitute and orderly set of measures that contribute to achieving effective equality of treatment and opportunities between women and men and to eliminate any discrimination on grounds of race, sex, age or disbaility, the latter beign evidenced as reflected in the diagnosis carried out by the equality committee apointed by the company, as a preliminary step to the implementation of the measures set out in this document.





By the implementation of this Equality Plan, CARTIF Foundation undertakes to:

- Design and facilitate the necessary measures for the conciliation of the personal, familiar and profesional life of their members, taking as a reference the needs and expectatives of the people that forms part of the organization, communicating and making them available to all staff and personnel concerned and committing itself to follow-up.
- To assure, in a continuous way the equality of opportunities and no discrimination nor in the professional development, pay and compensation, whether for reasons of inherent to maternity or paternity, gender, disability, care for dependants, ethnic or racial origin, sindical affiliation, religion, beliefs or any other personal or social condition or circumstance.

Nowadays, CARTIF Foundation, has implemented measures that contrubute to this equality state. Amon them we can highlight the next ones:

- Creation of a code of ethics by the ethics committee of the CARTIF Foundation.
- Action protocol for the prevention of cases of harassment at work.
- Publication of economic incentives associated with the achievement of equal recrutiments targets on eqaul conditions for all staff.
- Inclusion, as of 4 November 2020, of a suggestion box for the equality committee, as well as a direct contact with the committee (igualdad@cartif.es).
- Active participation in the Stem Talent Girl Programme (ASTI Foundation) where several women from CARTIF, contribute to give visibility amogn girls and adolescents in ESO and high school, women in proffesions related to STEM disciplines.

C.DETERMINATION OF THE PARTIES TO THE AGREEMENT

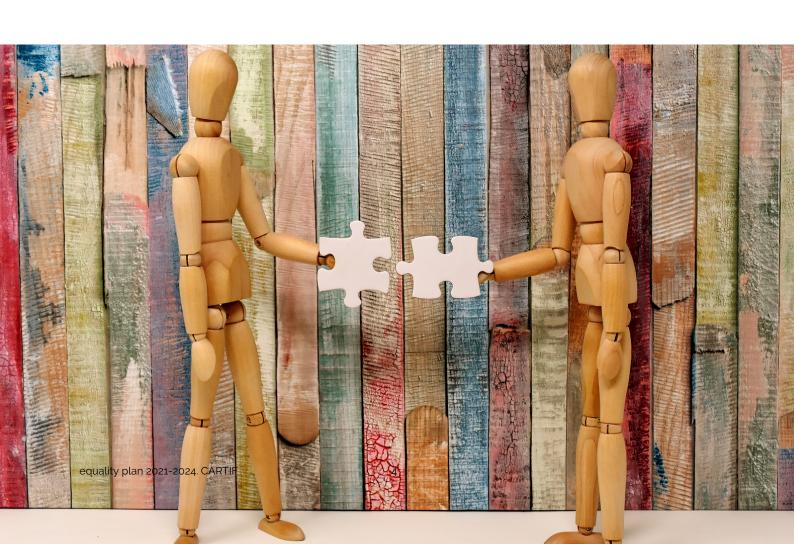
The parties to the agreement consist of, on the one hand, the employer's representatives and on the other hand, by a representation of the workers, imade up of the most representative trade union in the sector, in our case UGT and CC.OO, as the company doesn't have legal representation of the workers.

This Negotiation Committee was constituted in May 7 2021 and its form by: In representation of the company:

- Julio González Laá Human Resources Department
- Beatriz Oriol Fernández Programmes Department

In representation of the social part:

- Ana María Hernández García, CC.00 representative
- Raúl Pérez Vicente, UGT representative



D.PLAN OBJECTIVES



This Equality Plan was born with the aim of searching the real and effective equality of opportunities and it is focused to all women and men that forms part of CARTIF Foundation.

For this reason, are envisaged and develop several measures and actions, gropued and structured by thematic areas of action, having as main objectives the next ones:

- Promoting the defense and effective application of the equality principle between women and men guaranteeing, in the labour environment, the same opportunities of incomes and profesional development at all levels.
- Establish measures that guarantee the personal and profesional dignity of women and men.
- Establish measures that favours the labour, familiar and personal life conciliation of all the staff that forms CARTIF Founsation.
- Favouring the labour market integration of women victims of gender-based violence.

""Gender equality is more than a goal in itself. It is a precondition for meeting the challenge of reducing poverty, promoting sustainable development and building good governance."

- Kofi Annan -

E. AREAS OF ACTION



1. SELECTION AND RECRUITMENT PROCESS

Specific objective O1.1: To ensure a recruitment process based on objective criteria that do not discriminate on the grounds of gender or any other personal or social condition or circumstance.

Measure 1.1.1. Creation of a decalogue containing the guidelines for carrying out and equal recuitment process, avoiding any type of discrimination.

INDICATOR: decalogue of guidelines for the recuitment process drawn up.

RESPONSIBLE/ TIMEFRAME: equality committee. First year of the plan.

Measure 1.1.2. Creation of a tool on the CARTIF website for sending CV anonymously and excluding gender biases.

INDICATOR: anonymous cv established and created tool.

RESPONSIBLE/ TIMEFRAME: Human resources department. First year.

Measure 1.1.3. Information to the staff on the regulations in forcé and the procedure for calling an election process to provide legal representation for workers at the CARTIF Foundation.

INDICATOR: informative document on the CARTIF intranet created.

RESPONSIBLE/TIMEFRAME: Human Resources department. First year.



Specific objective O1.2: Conduct fair and equitable interviews.

Measure 1.2.1. Training about equal recruitment process for those responsible for personnnel selection.

INDICATOR: number of courses delivered per year / number of people in charge RESPONSIBLE/TIMEFRAME: equality committee and responsible of the training. First year and during the life of the plan.

Specific objective O1.3: To verify that criteria that indirectly discriminate on the grounds of gender are not introduced in the terms and conditions for calls for employment.

Measure 1.3.1. Use of inclusive language in job offers

INDICATOR: number of offers received/ number of offers reviewed.

RESPONSIBLE/TIMEFRAME: communication department. Throughout the duration of the plan.

Specific objective O1.4: To facilitate the integration and adaptation of new staff to the company.

Measure 1.4.1 Update the welcome manual in relation to corporate culture, centre protocols, regulations, leave, conciliation measures and equality plan.

INDICATOR: updated welcome plan document.

RESPONSIBLE/TIMEFRAME: Human Resources and communication department, First year of the plan.

2. PROFESIONAL CLASSIFICATION

Specific Objective O2.1: Update professional categories and job evaluation.

Measure 2.1.1. Revision of job categories and job description from a gender perspective.

INDICATOR: revisewd categories and job descriptions.

RESPONSIBLE/ TIMEFRAME: equality committee. Within one year of the approval of the equality plan, the measure is subject to the preparation of the salary audit,

Measure 2.1.2. Use of generic language to name professional categories.

INDICATOR: categories defined using generic language.

RESPONSIBLE/TIMEFRAME: equality committee. Within one year from the approval of the equality plan.



3. STAFF TRAINING AND AWARENESS-RAISING

Specific Objective O_{3.1}: Guarantee equal access to training for all staff.

Measure 3.1.1. Inclusion, on the CARTIF intranet, of a specific training module, where the protocol for requesting training needs and the procedure for assessing them are available to all staff.

INDICATOR: training module included in the intranet.

RESPONSIBLE/TIMEFRAME: It department and training responsible. First year.

Measure 3.1.2. Carry out an annual evaluation, disaggregated by gender, of staff training, including coursesrequested/approved, duration, place of instruction, modality, overnight stay (number of nights).etc.

INDICATOR: evaluation result.

RESPONSIBLE/TIMEFRAME: training formation and equality committee. Annual.

Measure 3.1.3. The person responsible of each department will facilitate the return to work, through the information and accompaniment needed, for those who return to work after a leave of absence.

INDICATOR: personal evaluation question included in the personal satisfaction evaluation.

RESPONSIBLE/TIMEFRAME: division and department responsibles. Throughout the life of the plan.

Specific objective O3.2: raise awareness and train staff to avoid gender inequalities.

Measure 3.2.1. Organisation of a day to disseminate the equality plan.

INDICATOR: day held.

RESPONSIBLE/TIMEFRAME: equality committee. First year.

Measure 3.2.2. Carry out specific training on gender equality, to be given to all staff, both from the centre and new recruits, at least twice a year.

INDICATOR: hours of training on equality and number of people trained.

RESPONSIBLE/TIMEFRAME: head of training and equality committee. During the term of the plan.

Measure 3.2.3. Carry out a training module on the prevention of sexual and gender-based harassment for all the staff. Once all staff have received this training, it will be included in the mandatory occupational risk prevention training.

INDICATOR: module on prevention of sexual and gender-based harassment in occupational risk prevention training carried out.

RESPONSIBLE/TIMEFRAME: responsible of prevention of occupational hazards. Throughout the life of the plan.

Measure 3.2.4. Carry out two training sessions per year fot staff who form part of the equality committee, generating the necessary knowledge for each area of action of the plan. If new people join the committee, they must receive this training.

INDICATOR: specific training included in the annual training plan.

RESPONSIBLE/TIMEFRAME; responsible in training and equality committee. Throughout the duration of the plan.



Specifics objective O3.3: To promote that the courses offered are carried out at times that are suitable in for the reconciliation of personal and family life.

Measure 3.3.1: CARTIF's internal courses will take place during working hours.

INDICATOR: number of internal courses carried out /number of courses carried out inside the working hours.

RESPONSIBLE/TIMEFRAME: responsible of training. Throughout the duration of the plan.

"Invest in yourself. Your intelligence, creativity and talents are your main source of wealth generation"

4. CAREER DEVELOPMENT

Specific objective O4.1: Inform all staff of internal promotion vacancies.

Measure 4.1.1. Information, to the social part of the equality committee, of the promotions to be carried out.

INDICATOR: number of promotions carried out. Men/women.Number of informations.

RESPONSIBLE/TIMEFRAME: Human Resources department. From the first promotion to be carried out, once the company has legal representation of the worker.

Measure 4.1.2. Publication, by internal communication, of each internal promotion vacancy on all the centre's notice boards and intranet.

INDICATOR: number of vacancies published. Number of vacancies posted on notice boards and on the intranet.

RESPONSIBLE/TIMEFRAME: Human Resources department. Duration of the equality plan.

Specific objective O4.2: To encourage the professional promotion of women in the company.

Measure 4.2.1. Annually, presentation to the equality committee of the disagregated promotions by gender carried out, and of the motivation for the choice of the promoted person.

INDICATOR: number of total internal promotions. Number of men promotions. Number of women promotions.

RESPONSIBLE/TIMEFRAME: Human Resources department. Duration of the equality plan. Annual.



5.WORKING CONDITIONS AND SALARY AUDIT

Specific objective O_{5.1}: Ensure that an objective and non-discriminatory promotion system is in place and public.

Measure 5.1.1. Inclusion, on the CARTIF intranet, of information on the objectives established and their evaluation for promotion in a non-discriminatory and equal manner.

INDICATOR: document included on the intranet.

RESPONSIBLE/TIMEFRAME: Human Resources. First year.

Specific objective O_{5.2}: Fix the main pay inequalities in jobs.

Measure 5.2.1 Conduct a salary audit.

INDICATOR: salary audit carried out.

RESPONSIBLE/TIMEFRAME: Human Resources. First year.

6. RECONCILIATION OF FAMILY, PERSONAL AND WORKING LIFE.

Specific objective O6.1: To encourgae men to exercise their rights in terms of work-life balance.

Measure 6.1.1. Publication and updating, specifically on CARTIF's intranet, of the paid leave available to the staff, as well as the documentation required to apply for it, in recognition of the right of all staff to such leave.

INDICATOR: paid and accepted leave described on the intranet.

RESPONSIBLE/TIMEFRAME: Human Resources. First year.

Measure 6.1.2. Publication, in the welcome handbook, a summary of where to find all the information on leave of absence, leave, etc., related to the reconciliation of personal, family and working life.

INDICATOR: location of the paid leave included in the welcome handbook.

RESPONSIBLE/TIMEFRAME: Human Resources and communication department. First year.



Specific objective O6.2: To facilitate the exercise of work-life balance rights for all company staff.

Measure 6.2.1. Accumulation of whole hours of unused own time not taken.

INDICATOR: internal information note on the measure taken and protocol for its application and use.

RESPONSIBLE/TIMEFRAME: Human resources and management. Throughout the life of the plan.

Specific objective O6.3: Improve the work-life balance measures in place and encourage joint responsibility.

Measure 6.3.1. Use of new information technologies (webex, videoconferencing, etc.) whenever possible, in order to avoid continuous travel or trips, including this recomendation in the travel request.

INDICATOR: number of trips made compared to the previous year.

RESPONSIBLE/TIMEFRAME: Human resources. Throughout the life of the plan.

Measure 6.3.2. Establishment of a direct communication cannel on the leaves in force related to co-responsibility, where staff can request the necessary information.

INDICATOR: Internal document created and accesible with contact and protocol for requesting information.

RESPONSIBLE/TIMEFRAME: Human Resources. First year.

"From our experience, we believe that conciliation should be managed to achieve more competitive companies, but, above all, to achieve happier people and fairer societies".

- Isabel Hidalgo -

(MasFamilia Foundacion)

Specific objective O6.4: Increase the number of days of leave eligible for staff.

Measure 6.4.1. Study the holiday calendar on an annual basis, setting as few long weekends as posible by the comapny and making it posible to take holidays as single days, except for those set by the company as days when the centre is closed.

INDICATOR: annual internal note of the working calendar.

RESPONSIBLE/TIMEFRAME: Human resources. Month previous to the following year. Fort he entire duration of the plan.



7.UNDER-REPRESENTATION OF WOMEN

Specific objective O7.1: Encourage the promotion of women in positions where they are under-represented.

Measure 7.1.1. When a vacancy arises in the category of directors (according to CARTIF's organisations chart), and after a quantitative assessment of the corresponding job position (according to standardised procedure), the woman will be promoted on the basis of equal merit.

INDICATOR: number of annual vacancies in the director category / number of women promoted.

RESPONSIBLE/TIMEFRAME: Human resources department. Duration of the plan¹.

Measure 7.1.2. When a vacancy arises in the middle management category (according to CARTIF's organisational chart), and after a quantitative assessment of the corresponding job position (according to standardised procedure), the woman will be promoted on the basis of equal merit.

INDICATOR: number of annual vacancies in the middle management category /number of promoted woman.

RESPONSIBLE/TIMEFRAME: Human resources department. During the term of the plan.



(1)When the evaluation of the monitoring of the plan is made, this measure will be analyzed in percentage terms.

8.REMUNERATION

Specific objective O8.1: carry out a salary study of the entire workforce analysing the average salaries of women and men in accordance with RD 902/2020 equal pay.

Measure 8.1.1. Annual pay register and establish corrective measures in the event of a pay gap being detected.

INDICATOR: salary audit file with corrective measures if necessary.

RESPONSIBLE/TIMEFRAME: Human resources and equality committee. During the term of the plan.





9.PREVENTION OF SEXUAL AND GENDER-BASED HARASSMENT

Specific objective Og.1: To prevent and erradicate the sexual and/or gender-based harassment.

Measure 9.1.1. Draw up a protocol for prevention and action in case of sexual and/or gender-based harassment, and disseminate it to all staff, including a declaration of CARTIF's principles against this type of harassment (how to make a complaint, precautionary measures, processing of the investigation, confidentiality of the investigation, classification of both types of harassment as a very serious offence, etc.), guaranteeing, at all times, that the harassment will be dealt with in the same way as a sexual harassment, guaranteeing at all times urgency in resolution and confidentiality, as well as the prohibition of any type of reprisals towards any of the people involved, offering support to the person affected.

INDICATOR: protocol drawn up.

RESPONSIBLE/TIMEFRAME: equality committee. Upon entry into force of the plan.

Measure 9.1.2. Specific training on harassment (characteristics and types of harassment, legislation, prevention, mediation and conflict resolution) by an external entity for the management team, middle management, HR staff and the equality committee.

INDICATOR: number of people trained.

RESPONSIBLE/TIMEFRAME: responsible of training and equality committee. During the term of the plan.

Measure 9.1.3. Promotion of tresponsibility by CARTIF to ensure a working environment that respects the rights of all employees.

INDICATOR: company commitment document created.

RESPONSIBLE/TIMEFRAME: Management and equality committee. Ongoing task.



10.OCCUPATIONAL HEALTH AND SAFETY

Specific objective O10.1: Incorporate the gender perspective in occupational health policy and occupational risk prevention tools, in order to adapt them to the physical, biological and social needs of the staff.

Measure 10.1.1. Short and concise document (for information purposes only) on the importance of gender-dependent preventive medicine (prostate cáncer prevention, gynaecological health,etc) and available to all staff on the intranet. INDICATOR: informative document created.

RESPONSIBLE/TIMEFRAME: responsible of occupational risk prevention and equality committee. First year.

Specific objective O10.2: To protect maternal and infant health. Providing support to mothers and fathers during the breastfeeding period.

Measure 10.2.1. Validation of the comfort conditions of the breastfeeding room necessary for its use, and establishment of a direct contact channel for any staff member who needs to use it.

INDICATOR: space set up and contact channel established.

RESPONSIBLE/TIMEFRAME: occupational risk prevention responsible and equality committee. First year.

Measure 10.2.2. During their work day, mothers will be able to use the breastfeeding room for the time necessary to ensure the correct extraction and conservation of the breast milk.

INDICATOR: number of female workers requesting information about breastfeeding support measures in CARTIF.

RESPONSIBLE/TIMEFRAME: equality committee. During the term of the plan.

Measure 10.2.3. Paid leave for the care of a breastfeeding baby will be increased by two working days, whether it is accumulated in full working days or whether it is taken as an absence of one hour a day or a reduction of half an hour at the beginning or end of the working day.

INDICATOR: internal note.

RESPONSBILE/TIMEFRAME: Human resources. During the term of the plan.

Measure 10.2.4. Implementation of the protocol for action in the situation of pregnancy and breastfeeding.

INDICATOR: update and revision of the protocol

RESPONSIBLE/TIMEFRAME: occupational risk prevention responsible. Within 6 months from the approval of the equality plan.

Measure 10.2.5. Dissemination of information on the protocol for action in the situation of pregnancy and breastfeeding to all staff.

INDICATOR: dissemination carried out.

RESPONSBILE/TIMEFRAME: occupational risk prevetion responsible. In 1 year from the approval of the equality plan.

Measure 10.2.6. Carry out psychosocial risk assessment as part of occupational risk prevention.

INDICATOR: assessment carried out.

RESPONSIBLE/TIMEFRAME: occupational risk prevention responsible (occupational health). In 1 year from the approval of the equality plan.

Measure 10.2.7. Training of at least 5 hours about the gender perspective in occupational health for management, middle management and the equality committee.

INDICATOR: number of training courses. Number of people trained: women/men. RESPONSIBLE/TIMEFRAME: training responsible. In 2 years from the approval of the equality plan.



Specific objective O10.3: evaluate occupational and physical risks from a gender perspective.

Measure 10.3.1. Continuous monitoring, by the equality committee and the occupational risk prevention responsible, of the specific risks that may affect the staff, such as psychosocial, ergonomic and occupational risks. Develop the corresponding preventive actions and articulate them in the occupational risk prevention plan.

INDICATOR: number of follows up carried out/number of measures articulated RESPONSIBLE/TIMEFRAME: occupational risk prevention responsible and equality committee. During the life of the plan.



an atmosphere of warmth, wellbeing and cosiness, when you feel at peace an able to enjoy simple pleasures and being in the moment



11.COMMUNICATION AND COMPANY POLICY

Specific objective O11.1: create a specific module, on the intranet, for the equality committee, where they follwing will be available to staff: the equality plan, self-diagnosis, sexual harassment protocol, regulations and other related documentation.

Measure 11.1.1. Creation, updating and maintenance of the module. INDICATOR: module created on the intranet and documentation included. RESPONSIBLE/TIMEFRAME: equality committee. Within 1 year of the approval of the equality plan.

Specific objective O11.2: draw up a guide for the use of inclusive language in the company's internal and external communications.

Measure 11.2.1. Draw up a guide for the use of inclusive language.

INDICATOR: guide for the use of inclusive language drawn up.

RESPONSIBLE/TIMEFRAME: communication department. First year of the plan.

Specific objective O11.3: publish the implementation of the equality plan in CARTIF'S annual report, as well as on the website and social media.

Measure 11.3.1. Mention of the equality plan in the annual report and dissemination of i ton social media.

INDICATOR: mention included in the annual report and number of posts on social media.

RESPONSIBLE/TIMEFRAME: communication department. First year of the plan. During the life of the plan.

Specific objective O11.4: conduct surveys both on the measures taken in the area of equality and on the work of the committe, in order to know staff satisfaction.

Measure 11.4.1. Evaluation of staff satisfaction through surveys or email.

INDICATOR: surveys carried out.

RESPONSIBLE/TIMEFRAME: equality committee. Annual during the life of the plan.

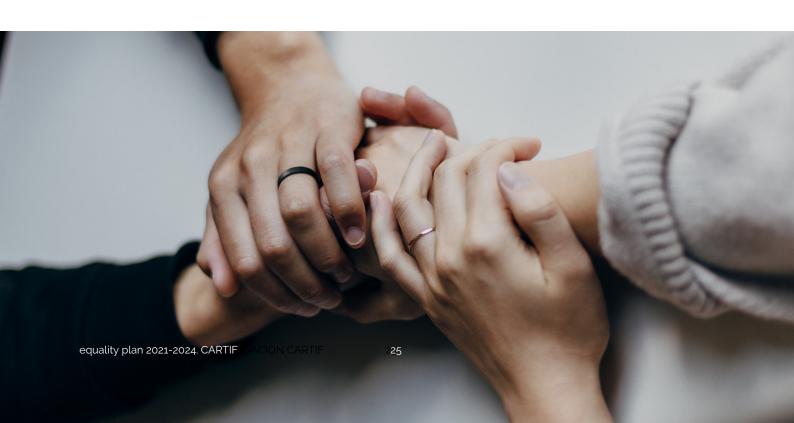
12.GENDER-BASED VIOLENCE

Specific objective O12.1: ensure that staff have access to and are aware of the protocols and rights related to gender-based violence.

Measure 12.1.1. Production and dissemination of a guide compiling the labour rights and measures implemented and recognised for women victims of gender-based violence, as well as the existing resources for care at state, regional, provincial and local level.

INDICATOR: guide on labour rights and measures for victims of gender-based violence produced and disseminated.

 ${\tt RESPONSIBLE/TIMEFRAME: equality \ committee. \ First \ year.}$



Specific objective O12.2: Increase staff awareness of issues related to gender-based violence.

Measure 12.2.1. Participation in at least two campaigns per year promtoed by other relevant organisms against gender-based violence.

INDICATOR: number of campaigns in which CARTIF participates.

RESPONSIBLE/TIMEFRAME: equality committee. During the term of the plan.

Measure 12.2.2. Carry out a communication action during the previous week to 25 november (Day gainst the gender violence)

INDICATOR: communication action realized.

RESPONSIBLE/TIMEFRAME: equality committee and communication. During the term of the plan.

Measure 12.2.3. Dissemination and integration, in the business culture of the CARTIF Foundation, of a protocol of care for victims of gender violence in the workplace.

INDICATOR: protocol of care for victims of gender violence in the workplace integrated.

RESPONSIBLE/TIMEFRAME: equality committee and communication. First semester.



F. SCOPE OF APPLICATION

In reference to the territorial scope of application, this plan concerns the CARTIF Foundation located in the Boecillo Technology Park, in Boecillo, Valladolid, Spain.

It applies to all the staff hired by CARTIF, as well as those workers coming from temporary employment agencies, trainees, scholars and collaborating staff, who carried out their work activity in CARTIF.

It is a dynamic plan, in continuous evolution and change, so it will be adapted to the continuous evolution of the measures it establishes, as well as possible future legislative changes, which will be analysed within the equality committe as it is responsible for it.

G. DURATION

It will be valid for 4 years, without prejudice to its updating, modification, repeal or negotiation of a new plan, at the proposal of the equality commission.

Likewise, every four years a new diganostic report will be drawn up, thus guaranteeing the quantitative and qualitative analysis of the data that form part of said plan, thus ensuring its continuity trhoughout the monitoring and evolution of the data provided, dealing with any corrections or modifications that may be necessary and that to provide effective continuity to said plan.



H. EVALUATION AND MONITORING

The management of the equality opportunities planwill be the responsibility of the CARTIF Foundation's equality plan negotiating committe.

Fort the exercise of its functions established in the document on the creation and operation of the equality committe, it will meet every six months in ordinary meetings, with the possibility of extraordinary meetings:

- When one of the parties so requests with 5 days notice.
- When necessary for the development of any measures established in the equality plan.

The meetings will serve to evaluate compliance with the measures contained in the equality plan, to make modifications to some of them or to include others.

The evaluation of the plan will be carried out base don the degree of compliance with the measures approved in the plan and in accordance with the indicators established on the basis of the following three axes:

- First axis: degree of compliance with the objectives set out in the equality plan.
- Second axis: level of correction of the inequalities detected in the previous diagnosis.
- Third axis: degree of achievement of the expected results.

This evaluation will be carried out periodically and the results will be published and made known to the enitre workforce.

Once the four years have elapsed since its approval, the equality committee will begin the work of reviewing and drawing up a new plan.

I. COMPOSITION AND FUNCTIONING

The monitoring and evaluation of the plan will be carried out by the negotiating committee of the equality plan of the CARTIF Foundation, made up of:

Representing the company:

Julio González Laá. Human Resources department.

Beatriz Oriol Fernández. R&D Programmes department.

Representing the social side:

Ana María Hernández García. CCOO representative.

Raúl Pérez Vicente. UGT representative.

This Commission will be responsible for monitoring and evaluating the CARTIF Foundation's equality plan, assuming the following functions:

- Monitoring of compliance wiht the measures envisaged in CARTIF's equality plan.
- Evaluation of the different measures carried out.
- Drawing up an annual report analysing the efficiency of the measures implemented to achieve the objective pursued, proposing, where



J. PROCEDIMIENTO DE MODIFICACIÓN

Modification procedure, including the procedure for resolving possible discrepancies that may arise in the application, monitoring, evaluation or review, as long as the legal or conventional regulations do not require their adaptation

The procedure for resolving any discrepances that may arise in the application, monitoring, evaluation or review shall apply as follows, should they arise.

All requests or proposals for modification of this equality plan, whatever they may be, must be presented and dealt with within the equality committee that has been expressly constituted for the development of this plan and, once analysed, must be approved through by means of an express agreement between the parties that make up this negotiating committee.

K. SCHEDULE

		2021	2022			2023		2024			
		IV	Т	II III	IV	Т		IV	Т		II IV
	Measure 1.1.1					•			•		
Selection and recruitment process	Measure 1.1.2										
	Measure 1.1.3										
	Measure 1.2.1										
	Measure 1.3.1										
	Measure 1.4.1										
Profesional classification	Measure 2.1.1										
	Measure 2.1.2										
Staff training and awareness-raising	Measure 3.1.1										
	Measure 3.1.2										
	Measure 3.1.3										
	Measure 3.2.1										
	Measure 3.2.2										
	Measure 3.2.3										
	Measure 3.2.4										
	Measure 3.3.1										
	Measure 4.1.1										
Career development	Measure 4.1.2										
and an empirical	Measure 4.2.1										
Norking conditions and salary audit	Measure 5.1.1										
Reconciliation of family, personal and working life	Measure 6.1.1										
	Measure 6.1.2										
	Measure 6.2.1										
	Measure 6.3.1										
	Measure 6.3.2										
	Measure 6.4.1										
Jnder-representation of women	Measure 7.1.1				-			_			
	Measure 7.1.2										
Remuneration	Measure 8.1.1										
	Measure 9.1.1										
Sexual and gender-based harassment	Measure 9.1.2										
	Measure 9.1.3										
fealth and safety	Measure 10.1.1										
	Measure 10.2.1										
	Measure 10.2.2										
	Measure 10.2.3										
	Measure 10.2.4										
	Measure 10.2.5										
	Measure 10.2.6										
	Measure 10.2.7										
Communication and company policy	Measure 11.1.1										
	Measure 11.2.1										
	Measure 11.3.1										
	Measure 11.4.1										
Gender-based violence	Measure 12.1.1										
	Measure 12.1.2										
	Measure 12.2.1										
	Measure 12.2.2										
	Measure 12.1.3										

[TECHNOLOGY] CARTIF

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CARTIF is a horizontal, private and non-profit Research Institution, whose main mission is providing innovative solutions to the industry to enhance their processes, systems and products, improving their competitiveness and creating new business opportunities.



