

## Equal Opportunities Plan

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## 1. Introduction.

Throughout its history, Abengoa has developed on the basis of a series of shared values that constitute the structure of its Code of Ethics. Integrity, legality, professional rigor, confidentiality and quality are the basis of its code of professional conduct.

**Abengoa** signed, in 2002, the United Nations Global Business Leadership Pact, adhesion that supposes, in the field of Human Rights, the support and respect for the protection of such rights and, in that of labor rights, Respect for freedom of association and the effective recognition of the right to collective bargaining, the elimination of all forms of forced or compulsory labor, the effective abolition of child labor and, finally, the elimination of all discrimination with respect to employment and the occupation.

**Abengoa** establishes its declaration of Labor Social Responsibility Policy based on these principles, assumed and shared, declaring certain commitments:

- Integrate the management of Labor Social Responsibility in the corporate strategy of the company.
- Ensure compliance with applicable legal regulations and any other commitment assumed in this area.
- Promote the principles of the Global Compact in our field of action: partners, suppliers and contractors.
- Promote and promote the personal and professional development of the people who make up Abengoa through the creation of suitable working conditions and continuous training.
- Recruit, hire, train and promote the most qualified, regardless of race, religion, color, age, gender, civil status, sexual orientation, national origin, physical or mental disability.
- Ensure adequate preventive culture in Abengoa according to the Occupational Risk Prevention Policy.
- Create the conditions for the balance between personal and professional.
- Evaluate and review our social behavior, report transparently about it and establish better continuous programs.

Therefore, **Abengoa** expressly rejects all forms of discrimination, directly or indirectly, on the basis of sex and actively promotes the promotion of equal opportunities and treatment between women and men.

**Abengoa**, ensures, promotes and promotes equality between women and men applying this principle in all its Human Resources management policies, such as hiring, selection, training, performance measurement, promotion, compensation, working conditions, reconciliation of family life and labor, communication and bullying prevention.

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With the purpose of developing these values, improving its level of social action, Abengoa considers it appropriate to develop a Framework Plan of Equality, which applies to all people who work in it, regardless of the position they occupy, of the society for the that provide services, physical or territorial location and the nature of the contractual relationship they maintain with **Abengoa**.

Said Equality Framework Plan will be a reference for the approval and content of the Specific Equality Plans of Companies that should be developed by legal or conventional requirement.

The Equality Framework Plan is structured on the basis of a series of measures that seek, on the one hand, to guarantee in **Abengoa** equal treatment and opportunities between women and men and, on the other, to avoid any possible situation that implies or may be constitutive. of labor discrimination, direct or indirect, based on sex.

## 2. Area of application.

This plan will apply to all Abengoa companies regardless of the geography, country and activity.

## 3. Equal Opportunity Plan

### 3.1. Targets.

In accordance with the general principles that illustrate **Abengoa's** Human Resources and Labor Social Responsibility policies regarding equal treatment between women and men and absence of any discrimination, directly or indirectly, by reason of sex, the Equality Framework Plan, the following objectives are marked:

- Promote a culture of training and information on equality by raising awareness and raising awareness among people working in **Abengoa**.
- Seek equal opportunities, ensuring a balanced representation of women and men at all levels and societies, reinforcing and consolidating the participation of women at different levels of responsibility, with special monitoring of occupational developments at those levels at that the female representation index is significantly lower than the male.
- Promote the reconciliation of family and professional life of professionals **Abengoa**.
- To combat any situation of labor, sexual or sexual harassment that could occur in **Abengoa**, using for this purpose means of detection against any behavior or attitude that could entail constitutive or indicative act of discrimination.
- Foster balanced participation or composition in the different representation bodies.
- Promote the use of language and image based on equality

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## 3.2. Actions.

The development of this Equality Plan requires actions and measures that specify and make viable the commitments assumed. Thus, Abengoa, establishes the following elements as necessary:

- Perform a situation diagnosis.
- Develop and strengthen the applicable provisions.
- Introduce accountability and surveillance mechanisms.
- Allocate sufficient resources to fulfill the obligations regarding equality.
- Increase the competence and sensitivity of Abengoa staff in this area.

### 3.2.1. **Organization Actions, following and Control**

#### **1) Office for Equal Treatment and Opportunities (OITO).**

OITO is created, the office for equal treatment and opportunities between women and men, whose mission will be to advocate for gender equality throughout the Organization, promoting, developing and managing the Equality Framework Plan and associated plans.

Its incorporation act will include its objectives, functions and competences.

The office will be chaired by the Director of Human Resources of Abengoa.

#### **2) Commission for Equal Treatment and Opportunities (CITO).**

CITO is created, a commission for global monitoring and development of issues related to Equal Treatment and Opportunities between women and men in Abengoa.

Coordinated by OITO, the Commission will meet at least once a year.

Chaired by the HR Director, it will be composed of the HR Managers of each Abengoa Vertical, as well as the HR Managers in each geographic area, the Director of Development and the Director of Corporate Social Responsibility, as permanent members, complementing with the competition and participation of world experts in the field as well as by technicians and professionals of governmental institutions and organizations or not, as the case may be.

### 3) Audits.

It includes, in the Corporate Audits that are carried out in Abengoa to verify the degree of compliance of the management systems by the Companies, a section related to the monitoring and control of the SA 8000 Standard, on Labor Social Responsibility. This section will include reference to compliance with the provisions of the Equality Plan for **Abengoa**.

Its periodicity will be at least biannual.

### 4) Work Climate Survey.

In the surveys of employee satisfaction (climate) that are carried out every two years in all the Societies of Abengoa, questions regarding equal opportunities and equal treatment between women and men will be included, so that we obtain the perception of the workforce on this particular and allow us to have an index of control, of enormous value, in order to define the plans or actions of improvement convenient.

### 5) Statistical monitoring.

A monthly statistical follow-up is established to know the reality and evolution of the workforce broken down by sexes.

This follow-up will be carried out at the Society, Vertical and Presidency level, being a point on the Agenda of the Corporate Management Committees and the Strategy Committees of the Vertical and Abengoa, in the Human Resources section.

## 3.2.2. Measures to effective equal Opportunities.

### 3.2.2.1. Information, Image and marketing

In information, Image and marketing, **Abengoa** is committed to:

- Disseminate and publish this Equality Plan for all employees of **Abengoa**.
- Periodically disseminate information through internal communication channels on current legislation on discrimination and specific issues of the matter.
- Raise awareness, train and inform the staff through campaigns to that effect, implemented through OITO.
- Implement communication channels aimed at all employees for the detection and attention of possible inequality problems
- Implement language revision programs used in communication tools (web, intranet, bulletin boards, etc.) to ensure their adaptation to the objective

### 3.2.2.2. Recruitment.

Regarding Selection, Abengoa encourages a selection policy that enhances and allows to increase the professional diversification existing at the present date in the business group.

For this, **Abengoa** will offer selection procedures with objective criteria and will incorporate measures that facilitate the incorporation of women in all positions. In this regard, the following measures will be carried out:

- Verification that the tests used in the selection do not analyze skills and aptitudes that overvalue the people of one sex or the other, except that by the nature of the corresponding professional activities they specify or the context in which they are carried out, the associated characteristics sex constitute an essential and determining requirement, in any case attending to a legitimate objective and in a proportionate manner.
- Guarantee both masculine and feminine terms in job offers, implemented a revision program for them.
- Dispense with questions or requirements in job applications or interviews about marital status, number of children, date of marriage or other similar data.

### 3.2.2.3. Hiring.

In the recruitment area, **Abengoa** will promote the hiring of women in all societies and subsidiary companies with special attention to positions and areas that are under-represented.

The targets for increasing the hiring of women will be set annually.

### 3.2.2.4. Promotion

In the area of Recruitment, **Abengoa** will promote the hiring of women in its Societies, with special attention to the positions and sectors in which it is under-represented:

- Information actions aimed at publicizing that promotion procedures will be carried out in equal opportunities.
- Actions to detect employees with managerial potential.
- Study of the potential barriers to promotion that may be occurring in women when promoting management positions.
- Establish positive action measures on the basis of internal promotion, promoting that, with equal merit and capacity, women will have preference in the promotion of

positions, functions or professional groups in which they are less represented.

### 3.2.2.5. **Training.**

Regarding Training, the following measures will be carried out

- The updating of knowledge and skills of workers who have temporarily stopped providing services due to family responsibilities will be ensured.
- Sessions aimed at raising awareness among all personnel about the meaning and scope of equality between women and men will be included in the Abengoa general training program.
- Specific training courses in this area will be given to those responsible for the selection departments, in order to ensure that these tasks are performed objectively, without gender stereotypes that could condition the selection, election and evaluation of applications.

### 3.2.2.6. **Retribution.**

With regard to Retribution, in order to guarantee equal treatment to employees, the following means will be put into operation:

- Ensuring that salary structures respond to legal, conventional or internal regulations, and that their application is transparent.

### 3.2.2.7. **Harassment.**

Regarding Harassment, **Abengoa** undertakes to carry out actions for the prevention of sexual harassment and workplace harassment, in accordance with its previous universal policies, such as:

- Effectively channel cases of sexual harassment and moral harassment.
- Punish with seriousness within the internal codes of conduct any behavior or verbal comment of a sexual or discriminatory entity that occurs towards a coworker because of their sex.
- Ensure full respect for the rights of people who file complaints, claims, complaints, claims or remedies of any kind aimed at preventing their discrimination (or that of others or others) and demand effective compliance with the principle of equality within the good faith that must preside over the use of rights.

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## 3.2.2.8. Others.

Abengoa will carry out other measures such as:

- Implementation of the computer or other means of management that allow knowing the gender impact of all human resources management policies.
- Review the policies that show an adverse impact to verify the objective justification of the same or, where appropriate, make appropriate corrections.

Finally, **Abengoa** assumes the commitment of effective implementation, monitoring in its application and review of the measures in a permanent and constant manner, using the existing tools, AEM, Harassment Protocols and the Employee Portal.

Likewise, Abengoa assumes the purpose of obtaining the hallmarks or marks of Excellence in Equality that are established by the competent bodies.

## 3.3. Administration and Compliance with the equality Policy

This Equality policy will be administered and supervised by the Presidency.

Any questions and information about this Equality policy should be directed to the HR Department.

**Abengoa** employees, executives and directors are expected to follow this Equality Policy at all times.

Failure to comply with this policy could result in disciplinary measures, including resolution of the employment relationship, depending on the nature and severity of the breach. Likewise, any supervisor, director, person in charge or counselor who directs, approves or forgives breaches, or who is aware of them and does not immediately communicate or correct them, will be subject to disciplinary measures including resolution of the relationship.

## 3.4. Mandatory.

This Standard is configured as an Equality Framework Plan in **Abengoa** and is itself mandatory for any person working in any **Abengoa** company and for all of the companies that comprise it. Any Annex that is incorporated therein will be equally enforceable, unless otherwise expressly provided otherwise.

The documents attached hereto constitute a Reference Guide to this Framework Plan and have guided its preparation.

Likewise, in compliance with **Abengoa's** legal obligations in guarantee of objectivity and impartiality, the preparation of this document has been based on a Diagnosis of Situation regarding equality in the business group.



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## 3.5. Validation.

This Plan is born with a vocation of indefinite validity. However, and in the event that it is deemed appropriate, it may be renewed or replaced in the future by another **Abengoa** Equality Plan.

Notwithstanding the foregoing, permanent monitoring of this Plan will be carried out by the OITO.

This document has been reviewed and updated in November 2019.