



2nd Edition  
January 27, 2021



# EQUALITY PLAN

## **1. ILS COMMITMENT TO EQUALITY:**

The commitment of the management and the involvement of the workforce is an obligation aimed at achieving a good working environment, optimizing the capabilities and potential of the entire workforce, and thereby improving family reconciliation without losing productivity and commitment.

Achieving real equality means avoiding discrimination based on sex, religion, disability, sexual tendency, ... as well as equal opportunities in hiring and working conditions, promotions, training, remuneration, reconciliation of personal, family and work life, etc. .

## **1. EQUALITY PLAN'S CHARACTERISTICS**

The Equality Plan is a set of measures and actions that seek to integrate the principle of equality in ILS

- Part of a company commitment that guarantees the necessary resources for its implementation, monitoring and evaluation.
- It is open to changes depending on the needs that may arise.
- It is designed for the entire staff, it is not directed exclusively at women.
- Considers the dialogue and cooperation of the parties as a basic principle.
- It is preventive, it eliminates any possibility of future discrimination.

## **2. EQUALITY PLAN'S OBJECTIVE**

- Integrate equal treatment between men and women
- Reconciliation of personal, family and work life
- Ensure equal pay for men and women who develop a position of equal value
- Guarantee equal opportunities for men and women in promotions and promotions
- Monitor the equal pay

### **3. MEASURES/ACTIONS:**

#### **RESPONSIBLE AND SUBSTITUTE PERSON:**

- Appoint a person responsible for Equal treatment and opportunities who will manage the Plan and participate in its development and implementation.  
Responsible: Mabel Lorca (HR). Substitute: Núria García (Quality)
- Enable an email to communicate any matter related to the Equality Plan (equality@logistica-ils.com)

#### **COMMUNICATION:**

- Make sure that information on equality reaches the entire staff.
- Sensitize staff on equality and use of appropriate, non-discriminatory language.
- Create communication channels that allow proposing new measures, making contributions or comments on conciliation proposals.
- The person in charge will send these contributions or comments to the management who undertakes to study them and respond to them (if they are not accepted, the reason will be argued).

#### **PREVENTION**

- Have accident data by sex and categories.

#### **FAMILY:**

- Promote family conciliation as much as possible.
- Grant recoverable permits to workers in assisted reproductive technology treatment.
- Workers who, due to a separation or divorce sentence, have established certain periods of custody of children under 16 years of age, will have preference to adapt their vacations to those periods.

#### **TRAINING:**

- Training plan accessible to all staff.
- Whenever possible, training will take place within working hours, to be compatible with family and personal responsibilities.
- Possibility of reducing the working day and / or adapting it, temporarily by duly accredited official studies, as long as it is compatible with the company's schedule and with the needs of the rest of the staff. In these cases, a certificate of attendance will be required.

#### **DEPENDENCE:**

- Enable reduced hours for those who has children or family members dependent on them.
- Possibility of leave of absence for the care of dependent family members (according to the criteria of the dependency law). A document proving the dependency will be required.

**EQUAL PAYMENT:**

- In case of detecting remuneration inequalities in the same job, the case will be analysed and assessed, and if it is necessary, corrective actions will be taken.

**MATERNITY:**

- Grant recoverable permits to workers in assisted reproductive technology treatment.
- Grant recoverable permits or the possibility of leave of absence to carry out procedures prior to adoptions.

**WORKER VICTIM OF GENDER VIOLENCE:**

- The company will recognize its right to rearrange working time whenever possible with the activity to be carried out.
- You can request a leave of absence from work of 4 months extendable to 18 months, keeping the job position.
- Absences of attendance or punctuality will not be considered those caused by gender violence (Accredited)

**4. AMENDMENTS:**

Ed.	DATE	CHANGES
1ª	13.04.18	New document
2ª	27.01.21	Add the sections: Objective of the Plan, Responsible person and substitute, Prevention, Worker victim of gender violence Add point 3 of the "Family" section Change the name of the "Salary" section to "Equal pay"
3ª		

<p>Elaborated:</p>   <p style="text-align: center;">Quality Manager</p>	<p>Reviewed:</p>   <p style="text-align: center;">HR Manager</p>	<p>Approved:</p>   <p style="text-align: center;">General Management</p>
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