



DECLARATION OF COMMITMENT TO EQUALITY

The Management of FHECOR Ingenieros Consultores, S.A., hereinafter FHECOR, declares its commitment to the establishment and maintenance of policies and measures that integrate equal treatment and opportunities between women and men in the company, with the aim of achieving the absence of any discrimination, direct or indirect, based on sex, in terms of salary policy, training, prevention of workplace, sexual and moral harassment, professional development, working and employment conditions, occupational health, organization of working time conciliation and in the possibilities of internal promotion and selection.

To carry out this purpose, the company has negotiated the 2022-2026 Equality Plan with the Majority Unions. The methodology established to collect all the data and information necessary for the elaboration of this Plan, as well as to reflect on and analyse the results obtained, taking into account the peculiarities of the activity carried out by the organization, has been the constitution of a working group made up of the Spokespersons for the Personnel, the People Management Area and the Integrated Management Area of FHECOR and for the Negotiating Commission.

This process has allowed the identification of situations of slight asymmetry and inequality between workers that has led to the design and establishment of the action measures that make up the Equality Plan, which is a reflection of our business management system free of discrimination by reason of sex, contributing to progress towards a society in which men and women are guaranteed to have the same working conditions without discrimination.

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