



fagorederlandgroup

**EQUALITY PLAN**  
**2022**



# 1 INTRODUCTION

In this document Fagor Ederlan S. Coop. presents the I Equality Plan for Men and Women, which includes the organisation's systematised strategy for the coming years 2021-2024 aimed at promoting and advancing real and effective equality between men and women within the cooperative.

## 2 LETTER OF COMMITMENT

By virtue of this I Equality Plan for Men and Women, we intend to advance effective equality within the cooperative, in addition to responding to the principles and values that define and guide us, such as real equality; the principle of non-discrimination and respect for the diversity of the people who form the cooperative as well as the recipients of our professional work. Our commitment as a cooperative is to ensure effective equality of men and women, not only for matters of social justice, but also for its value as part of our cooperative's excellence and positioning, and for placing people at the centre of the model.

The challenge that Fagor Ederlan S. Coop. faces is the systematisation of conditions and processes to promote equality between men and women, with the goal of detecting and reducing any possible gender gaps. We embrace the principle of equal opportunities for men and women in each and every area where Fagor Ederlan conducts its activity: from recruitment of professionals to promotion, including remuneration policy, labour and employment conditions.

**Juan M<sup>a</sup> Palencia**  
GENERAL MANAGER

## 3 AREAS OF ACTION

To proceed with the implementation of the Equality Plan, it has 5 objectives or lines of action:

- 1. Bolster Fagor Ederlan's commitment to Gender Equality and allocate the corresponding resources.
- 2. Possess an updated Diagnosis and Plan for gender equality at Fagor Ederlan.
- 3. Align the bodies with Gender Equality and be fully committed to the plan.
- 4. Implement an initial approach aimed at transforming the Fagor Ederlan business culture towards gender equality.
- 5. Guarantee a gender perspective in the governance and reconciliation groups.

## 4 WORK TEAM – APPROPRIATE BEHAVIOUR COMMITTEE

The Appropriate Behaviour Committee is the work group that promotes the Equality Plan, with representation from the various bodies and the Fagor Ederlan group. In addition to monitoring and assessing the Plan, it serves as a bridge with these bodies; coordinating actions that can be implemented in terms of equality, both internally and externally; ensuring and coordinating internal communication.

The team comprises the following members:

- Director of Social Management
- Head of Plant Social Management
- Head of Business Social Management
- Technical secretariat for Social Management and labour relations
- Head of people administration
- 3 members of the Governing Board
- President of the Social Council
- 3 members of the Social Council

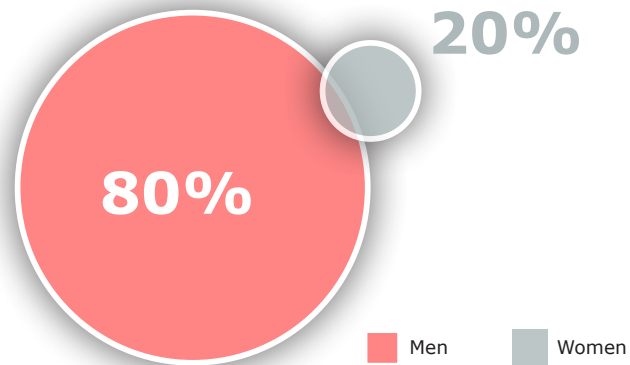
## 5 DIAGNOSIS

Summary of data collected, according to sex:

### • GENERAL COMPOSITION OF THE WORKFORCE:

As of 31 December, 2020, the general workforce comprises 2,409 people, of whom 480 are women. This amount accounts for 20% of the total workforce. The rest of the staff, 80%, are men. Fagor Ederlan is a male-biased industrial cooperative, in proportion to their presence in the required job training.

	WOMEN	MEN	TOTAL
Worker owners	354	1505	1859
Employees	89	311	400
Udalaitz	37	113	150
<b>TOTAL</b>	<b>480</b>	<b>1929</b>	<b>2409</b>



	LEVEL
<b>Managerial staff</b>	Department managers (workshop + businesses) + management technicians + board of directors Band 5
<b>Technical level</b>	Engineering technicians + area heads + middle management technicians + administrative staff Band 4
<b>Intermediate level</b>	Maintenance professionals + mid-level technicians + workshop controllers Band 3
<b>Operational level</b>	Qualified staff Band 2
	Non-qualified staff Band 1

• REPRESENTATION OF WORKER OWNERS IN DECISION-MAKING BODIES:

	WOMEN	MEN	TOTAL
<b>Governing board</b>	7 (58 %)	5 (42%)	12
<b>Social Council</b>	10 (21 %)	38 (79%)	48
<b>Board of Directors</b>	2 (18 %)	9 (82%)	11

# 6 EQUALITY PLAN 2021 – 2024

I. BOLSTER FAGOR EDERLAN'S COMMITMENT TO GENDER EQUALITY AND ALLOCATE THE CORRESPONDING RESOURCES.	YEAR				RESPONSIBLE
	2021	2022	2023	2024	
<b>I.1. Ratify the commitment of the various Bodies and guarantee the economic resources</b>					
1. Ratify the commitment of Fagor Ederlan's main bodies and approve its incorporation into the CSP. .					Board of Directors
2. Assign the economic resources for the project.					Board of Directors
<b>I.2. Allocate adequate resources to monitor the process</b>					
3. Strengthen the Steering committee and the Appropriate Behaviour Committee during the diagnosis phase					Social management and consultancy
4. Allot tasks/roles and appoint those responsible for the diagnosis phase					Social management and consultancy
5. Assess the necessary structure and assign duties to implement the Plan.					Social management and consultancy
6. Monitor the Equality Plan					Appropriate Behaviour Committee
<b>I.3. Participate in Fagor Group forums related to Equality and reconciliation</b>					
7. Promote issues concerning Equality at the Fagor Group level and actively participate in committees, forums or work groups created for such purposes.					Social Management Director

2. POSSESS AN UPDATED DIAGNOSIS AND PLAN FOR GENDER EQUALITY AT FAGOR EDERLAN.	YEAR				RESPONSIBLE
	2021	2022	2023	2024	
<b>2.1 Preparation of the diagnosis and the Equality Plan</b>					
8. Define the diagnostic framework in the steering committee (employees, worker owners) and collect quantitative data					Social management and consultancy
9. Complete the qualitative diagnosis: questionnaires, interviews, focus and monitoring groups					Social management and consultancy
10. Present the Plan in the Appropriate Behaviour Committee					Social management and consultancy
<b>2.2 Design the Equality Plan</b>					
11. Define and agree on the Plan within the Appropriate Behaviour Committee					Social management and consultancy
<b>2.3 Define the Plan's indicator system</b>					
12. Define compliance levels and impact indicators					Social management and consultancy
13. Insert the indicators into the Fagor Ederlan system					Social Management
<b>2.4 Organise data extraction and systematisation</b>					
14. Coordinate and standardise criteria using the information from the Compliance and Sustainability reports					Social Management and person responsible for Sustainability
<b>2.5 Produce the internal wage gap record</b>					
15. Organise and produce the salary record and the audit report as per Royal Decree 902/2020					Social Management, consultancy and Fagor Group
<b>2.6. Plan and execute post-diagnosis communication actions</b>					
16. Use Ederapp videos to communicate the start of the diagnosis in the group					Appropriate Behaviour Committee, Social Management and consultancy
17. Inform the bodies of the main conclusions drawn at the end of diagnosis					Social Management and consultancy

3. ALIGN BODIES WITH GENDER EQUALITY AND FULL COMMITMENT TO THE PLAN.	YEAR				RESPONSIBLE
	2021	2022	2023	2024	
<b>3.1. Continuous training for the Appropriate Behaviour Committee</b>					
18. Design permanent training for the Committee, including monographs on the different topics in the meetings.					Social Management and consultancy
<b>3.2. Governing body training</b>					
19. Organise and conduct out basic training in gender equality for members of the Governing Board, Management and Social Council.					Consultancy
<b>3.3. Training for Social Management members: organisation and implementation of 3 or 4 training sessions</b>					
20. Training/reflection on equality-related concepts and frameworks					Consultancy
21. Diagnosis/plan training					Consultancy
22. Training for integrating the gender perspective into Social Management systems (selection processes, remuneration system, competitive recruitment)					Consultancy
<b>3.4. Training for controllers: organisation and implementation of training sessions in groups with different controllers.</b>					
23. Understand equality-related concepts and frameworks					Social Management and consultancy
24. Proceed with the incorporation of the gender perspective in human resource management					Social Management and consultancy
<b>3.5. Guarantee information for the entire group and conduct awareness-raising activities</b>					
25. Prepare and disseminate information about the Plan.					Social Management and consultancy
26. Create and distribute awareness capsules to promote group reflection (sirimiri).					Internal communication and consultancy
<b>3.6. Conduct tasks to identify motivated people</b>					
27. Identify the people in the group that are more sensitive to the issue and organise a network to conduct awareness-raising actions with these people.					Social Management

4. IMPLEMENT AN INITIAL APPROACH AIMED AT TRANSFORMING THE FAGOR EDERLAN BUSINESS CULTURE TOWARDS GENDER EQUALITY.	YEAR				RESPONSIBLE
	2021	2022	2023	2024	
<b>4.1. Plan the incorporation of equality within the Fagor Ederlan culture.</b>					
28. Beyond mere training, identify an action plan to influence behaviour, systems and symbols in terms of gender equality.					Social Management and consultancy
<b>4.2. Incorporate the gender perspective in the different Fagor Ederlan processes and offer contributions to procedures</b>					
29. Identify the skills to develop in order to initiate the transformation of the business culture.					Social Management and consultancy
30. Review the harassment protocol, also including harassment based on sex and gender.					Social Management and consultancy
31. Inform the group of the renewed harassment protocol.					Social Management and consultancy
32. Manage the harassment protocol					Social Management and consultancy
33. Data systematization and preparation of the report on the wage gap (worker owners and employees)					Social Management

5. GUARANTEE A GENDER PERSPECTIVE IN THE GOVERNANCE AND RECONCILIATION GROUPS.	YEAR				RESPONSIBLE
	2021	2022	2023	2024	
<b>1.1. Ensure that the Governance group works on the gender perspective</b>					
34. Create a set of guidelines that have to be taken into account regards this issue.					Social Management and consultancy
35. Organise a training/reflection session concerning the points that are developed in the guidelines/instructions.					Social Management and consultancy
36. Monitor what is being done from the gender perspective..					Social Management and consultancy
<b>5.2. Ensure that the care and reconciliation work group works on the gender perspective</b>					
37. Create a set of guidelines that have to be taken into account regards this issue.					Social Management and consultancy
38. Organise a training/reflection session concerning the points that are developed in the guidelines/instructions					Social Management and consultancy
39. Monitor what is being done from the gender perspective.					Social Management and consultancy
40. Participate in the Fagor Group reconciliation work group, participate in the reflection process and prepare proposals.					Social Management and consultancy