



**EQUALITY PLAN**  
**2022**

# 1 INTRODUCTION

This document presents the 1st EDERTEK S.Coop. Equality Plan for Women and Men, which includes the organisation's systematised strategy for the next 4 years (2022-2025) with a view to promoting and advancing the real and effective equality of women and men in the cooperative.

## 2 LETTER OF INTENT

At present, EDERTEK is not legally obliged to implement it. Nevertheless, after several years focused on the organisation and crystallisation of the management model, the entity showed motivation and awareness to transversally incorporate the equality policy for men and women, as well as operationally and effectively translate its clear commitment to progress with the effective equality of men and women, both internally and externally, in its relationship with all interested parties.

With this 1st Plan for the Equality of Women and Men we aim to advance towards effective equality in the co-operative, as well as responding to the principles and values that define and guide us, including real equality, the principle of non-discrimination and respect for the diversity of the people who make up the co-operative and to whom our professional work is directed. It is our commitment, as a co-operative, to advocate for the effective equality of women and men, not only for social justice but also for their value as part of the excellence and positioning of our co-operative, and placing people at the centre of the model.

**Eduardo Fernández**  
MANAGER'S SIGNATURE

### 3 AREAS OF ACTION

Moving forward with the implementation of the Equality Plan at Edertek, we present the 4 axes and 12 areas of work that guide its development:

EQUALITY PLAN	
AXES	WORK AREAS
LEADERSHIP, POLICIES AND CULTURAL CHANGE	<ul style="list-style-type: none"> <li>• Business policy and organisational culture (Policies, regulations...)</li> <li>• Internal communication and participation</li> <li>• Training and awareness</li> </ul>
PEOPLE	<ul style="list-style-type: none"> <li>• Human Resources (Selection, hiring, internal promotion, salary)</li> <li>• Occupational Health (sexual harassment and harassment based on sex)</li> <li>• Shared work/life balance and joint responsibility</li> </ul>
PROCESS MANAGEMENT	<ul style="list-style-type: none"> <li>• Finance administration and management</li> <li>• Customer: Production and provision of services</li> <li>• Suppliers: Outsourcing and purchases</li> <li>• Innovation management</li> </ul>
SOCIAL RESPONSIBILITY AND RELATIONSHIP WITH THE ENVIRONMENT	<ul style="list-style-type: none"> <li>• Image and external communication</li> <li>• Commitment to the social environment and sustainability</li> </ul>

### 4 WORK TEAM: EQUALITY COMMITTEE

The Equality Committee has been set up following the decision to implement an equality plan at Edertek. It is an advisory body, with a representative composition of the different internal and collective bodies and a participatory nature. This is the working team that gives momentum to the Equality Plan.

The **composition of the team** is as follows:

- Representative of the Management Committee and Equality Plan coordinator
- Person responsible for social management of Edertek
- Person responsible for Environmental Instructions and ORP officer
- Spokesperson for the Governing Board
- R+D+i Manager
- Head of Process Area Design
- Technical secretariat for Fagor Ederlan Social Management and social and labour relations (guest)
- Engineering Manager (guest)

**Functions of the equality committee** .....

- Monitor and evaluate the plan in force and maintain communication with the bodies.
- Coordinate the activities that can be carried out in the field of equality, both internally and externally.
- Ensuring and coordinating internal communication.
- Participate in meetings, make contributions, read the material sent.

# 5 DIAGNOSIS

Data collected by gender:

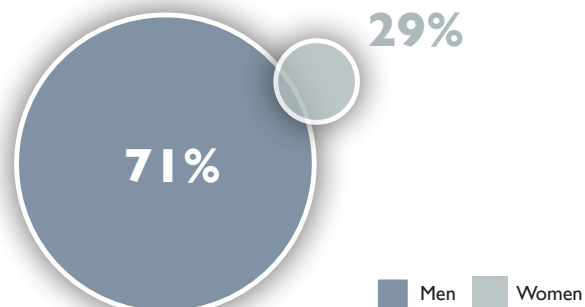
• **STAFF COMPOSITION (GENERAL)**

The staff is made up of a total of 63 people, 18 of whom are women. This datum is equivalent to 29% of the entire workforce, the remaining 71% of the workforce being men. As the latter figure exceeds 60%, it is considered a maledominated company.

EDERTEK is a cooperative in the field of highly qualified technological research, with a majority of men (in a similar proportion to their presence in the required university degrees).

	WOMEN	MEN
Band 1	0	0
Band 2	2	3
Band 3	5	17
Band 4	7	17
Band 5	4	8
<b>TOTAL</b>	<b>18 (29%)</b>	<b>45 (71%)</b>

TOTAL N°  
PEOPLE



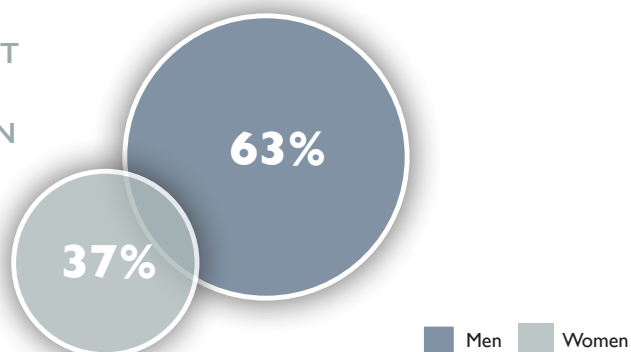
• POSITIONS OF RESPONSIBILITY:

Edertek has a Management Committee and a Governing Board.

**Management Committee** .....

As shown by the chart, the distribution is similar to the proportion of men and women on the workforce. Of the 8 committee members, 3 are women, almost 40%.

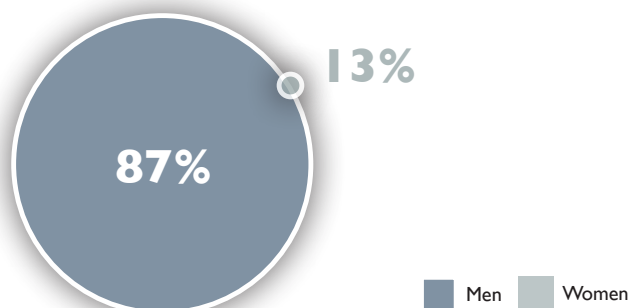
MANAGEMENT  
COMMITTEE  
DISTRIBUTION



**Governing Body** .....

In the case of the Governing Board, there is a major difference between the representation of each gender within the board. There are 7 men and 1 woman, equivalent to 13% women among all members.

GOVERNING  
BOARD  
MEMBERS



# 6 2022-2025 EQUALITY PLAN

I. LEADERSHIP, POLICIES AND CULTURAL CHANGE	YEARS				RESPONSIBLE
	2022	2023	2024	2025	
<b>I.1 Company policy and organisational culture (policies and rules)</b>					
1. Include the objectives of the Equality Plan in the Strategic and Management Plan.. Integrating equality policy into the management model.					Plan Coordinator
2. Decide on the organisational structure of the plan: stabilise (maintain or reformulate) the equality committee and allocate personnel resources (hours).					Management Committee
3. Explain the commitment to equality and against gender (and other) discrimination in EDERTEK's own reference documents.					Management Representation
4. Develop the commitment in a decalogue for equality and its dissemination to all members of staff.					Institutional Representation
5. Include the gender equality decalogue in the entry plan for new recruits.					Plan Coordinator
6. Coordinate with Fagor Ederlan S.Coop. in the development of a possible integral Equality Policy for the Fagor Ederlan Group.					Social Management
<b>I.2. Internal communication and participation</b>					
7. Coordination of the Equality Committees within the Chassis and Powertrain Division (CHP)					Equality Committee
8. Updating of important EDERTEK documents to inclusive language.					Plan Coordinator
9. Present the main conclusions of the diagnosis and the Equality Plan at the informative meetings.					Plan Coordinator
10. Use the partners meetings as spaces for constant communication, where five minutes will be taken to inform about the steps of the Plan.					Institutional Representation
<b>I.3. Training</b>					
11. Define annually the Training Plan					Equality Committee
a. Define the training programme for the Equality Committee.					
b. Annual training session for the EDERTEK collective					
c. Annual training session for the Social Bodies and Management, when there are new incorporations.					
d. Intensive training for the staff of the Health and Safety at Work Committee given by Osalan for psychosocial risks.					
e. Training/workshop on masculinity with men from EDERTEK (Gizonduz Programme or others).					
<b>I.4. Awareness-raising</b>					
12. Adequate awareness-raising messages for the whole year.					Plan Coordinator
13. Resume sending awareness-raising messages on throughout the year, on a monthly basis.					Plan Coordinator
14. Organise annual awareness-raising initiatives. For example: women who have worked in the technology field.					Equality Committee

2. PERSONNEL MANAGEMENT	YEARS				RESPONSIBLE
	2022	2023	2024	2025	
<b>2.1. People management processes</b>					
15. Apply the data criteria established by the Fagor Ederlan S. Coop. Appropriate Behaviour Committee in relation to the Gender Equality system.					Social Management / Plan Coordinator
16. Systematise and organise company-specific data by gender (hiring, internal promotions, people in a position to benefit from reconciliation measures, use of reconciliation measures).					Social Management
17. Follow up Edertek's wage register on an annual basis, based on the exercise carried out at Fagor Ederlan.					Social Management / Plan Coordinator
18. Inform about the Reception Plan and the protocol against sexual harassment					Plan Coordinator
<b>2.2. Occupational health</b>					
19. Analyse the sexual harassment protocol approved at Fagor Ederlan from a gender perspective and agree on the guarantees for its implementation at EDERTEK.					Equality Committee
20. Adapt the protocol system to EDERTEK's reality, making it possible to further personalise the process.					
21. Specific training for members of the Gender and Sexual Harassment Committee.					

\* The management of processes related to people is coordinated at Fagor Ederlan Group level. The representatives of Fagor Ederlan's Social Management, integrated in Edertek's personnel management, will coordinate the actions to be carried out within this block.

3. PROCESS MANAGEMENT / INTEGRATION OF THE COOPERATIVE'S PROCESSES	YEARS				RESPONSIBLE
	2022	2023	2024	2025	
<b>3.2. Clients: production and services</b>					
22. Collaborate externally and internally with the agents that cooperate with EDERTEK in different ways, and to encourage the implementation of processes and actions to promote gender equality.					Plan Coordinator
a. Fagor Ederlan S.Coop					
b. Mondragon S.Coop.					
c. Collaborating partners					
d. Mondragon Unibertsitatea					
e. Tecnalía, Azterlan, etc.					
f. Others					

4. RELATIONSHIP WITH SOCIETY AND THE ENVIRONMENT	YEARS				RESPONSIBLE
	2022	2023	2024	2025	
<b>4.1. External image and communication</b>					
23. Application of a decalogue with criteria, guidelines on non-sexist images and texts.					Management Committee
24. Analyse measures to balance the representation of women and men at fairs and institutional meetings.					Equality Committee
<b>4.2. Commitment to social and environmental sustainability</b>					
25. Reflect the commitment to gender equality in society and in communication media.					Plan Coordinator