



# Plan for equality

2020



The issue of gender equality is a founding principle of the IMPRESA Group, the premise that guides the measures set out in this Plan. The plan provides for the development of measures and actions, to be implemented in 2020, to promote employability and career development conditions under equal conditions for men and women, encouraging the elimination of gender-based discrimination and promoting practices that facilitate the reconciliation of family, personal and professional lives.



SCOPE	OBJECTIVE OF THE ACTION	MEASURES TO BE IMPLEMENTED	RESPONSIBLE FOR IMPLEMENTATION
Mission and values of the Company	Guarantee the strategic alignment within IMPRESA on the issue of gender equality	Involve the Executive Committee on equality between men and women	EC + HRD
		EC + HRD + IMPRESA Group managers	EC + HRD + IMPRESA Group managers
		Gender equality training provided to managers, to promote the balanced participation of women and men in decision-making processes	HRD + IMPRESA Group managers
Social Dialogue and Participation of Employees and/or their representative organisations	Promote dialogue with employees, and their participation in the definition and implementation of measures promoting equality	In Corporate Atmosphere studies, include issues that allow assessing the perception of employees regarding IMPRESA's position on reconciliation	HRD
Reconciliation of professional, family and professional lives	EC + HRD + IMPRESA Group managers	Analyse the areas where it is possible to implement teleworking, so as to guarantee better reconciliation	EC + HRD + IMPRESA Group managers
Protection in maternity, paternity and family care	Encourage employees to pursue their family commitments	Disclose more information on the intranet with regards to parental rights and sharing of family care rights between men and women	HRD



The presented Plan was defined for 2020.

The Plan will be monitored biannually, and reviewed annually, through the assessment of the fulfilment of the planned actions for each of the objectives set out.

Any changes to this Plan require approval from the Executive Committee.

The Human Resources Department and the equality team will be responsible for the supervision, monitoring and implementation of the Plan.