



EQUALITY PLAN  
BLUE SUN  
2022-2025



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## I. COMPANY PRESENTATION

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**BLUESUN** is a Spanish company dedicated to the production of Home Care products. With around 500 employees, 12 brands and a presence in 26 countries, we produce more than 350,000 tonnes per year from our 2 Production Centres in Mataró (Barcelona) and Seville, with a total surface area of more than 100,000 m<sup>2</sup>.

### VISION

- To be the leading partner in the Home Care product category.
- To be competitive and dynamic in the brand market.
- To be a producer of outstanding reliability for the brands of large companies.
- To become the retailer's brand development specialist.

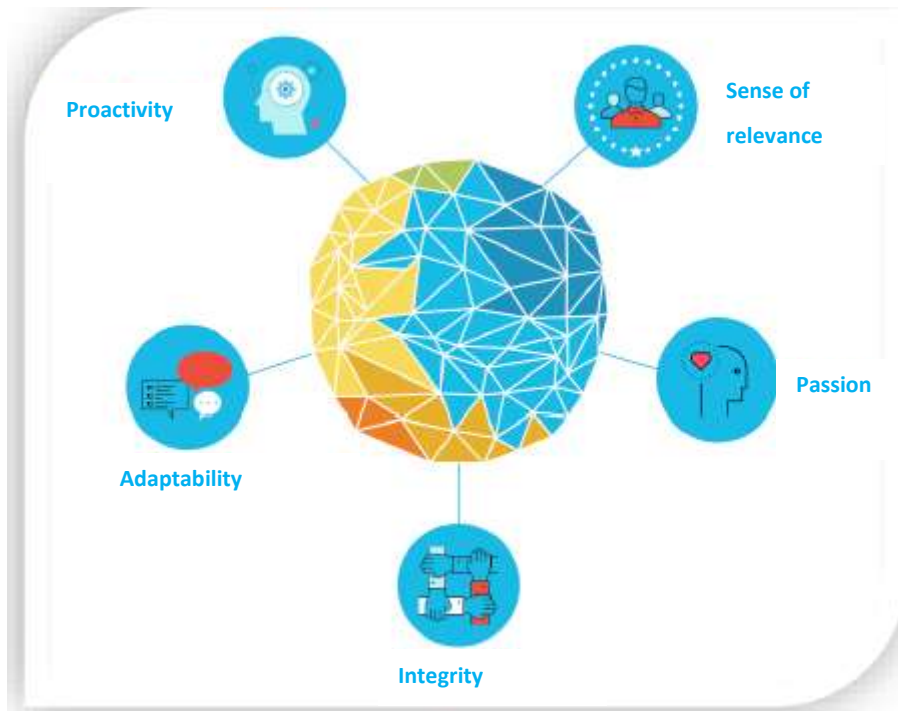
### PRINCIPLES

- We value and promote diversity.
- We are respectful and honest with all people.
- We innovate and look for new ways of doing things.
- We work for the best relationships.
- We strive for professional excellence.

### STRENGTHS OF BLUE SUN:

- Great productive capacity
- Attractive location to serve the whole of Europe
- More than 100,000 m<sup>2</sup> of facilities
- Team: LEAN methods, optimal processes, maximum efficiency
- Quality at the highest level: IFS, ISO, AISE Sustainability, SWAN accreditations...

## VALUES



- **Proactivity:** We are always taking the initiative, looking for new solutions to get closer to future technologies and the needs of our customers. We want to provide real leadership in the sector, so we are constantly improving and evolving.
- **Passion:** We put passion into what we do, becoming deeply involved with the aim of being a profitable and sustainable organisation. Everyone brings something of value for improvement every day, because we aim to be the best option on the market.
- **A sense of belonging:** All the people who make up the company feel that it is a part of ourselves. We work as one team to get the best results and we are very demanding with respect to the quality of our work.
- **Integrity:** We establish trusting and professional relationships with our team and our customers. Transparency and accountability are the basis for mutual satisfaction.
- **Adaptability:** As a local company with a global and forward-looking vision, we know and understand people's needs. We are flexible; we want to develop the full potential of our colleagues and our proximity to our customers allows us to adapt to the reality of each one of them, which is why we can always provide personalised and effective solutions.

We have 2 factories:

- **Seville Factory:** Located near the town of Alcalá de Guadaíra, this production centre with a surface area of 47,000 m<sup>2</sup> and 14,000 m<sup>2</sup> of industrial facilities specialises in the production of bleach-based products, distilled water and ammonia. With a technical capacity of 120,000 tonnes/year, it has 12 blowing lines and 4 packaging lines, mainly supplying the southern Iberian territory and Africa.
- **Mataró Factory:** The largest of our plants is located 30 km from Barcelona. With 71,000 m<sup>2</sup> of industrial facilities, the Mataró factory produces liquid detergent, powder detergent and air fresheners. Its technical capacity is 430,000 tons/year for detergents and 530 million bottles for air fresheners. It has 5 blow moulding lines and 17 packaging lines, supplying a large number of countries worldwide.

## II. EQUALITY COMMITTEE

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On 12 December 2019, **BLUESUN** signed the Management Commitment for the establishment and development of policies that integrate equal treatment and opportunities between women and men, also constituting on 17 March 2021 an Equality Committee made up of 6 people: 3 representing the staff and 3 representing the company.

The main objective of the Equality Commission is to work in all the necessary fields to achieve true equality of treatment and opportunities within BLUESUN. To achieve this function requires the following:

- To supervise compliance with the Equality Plan and its objectives.
- To actively collaborate in its implementation.
- To deliberate, approve and implement new initiatives, lines of action and implementation proposals for further development of the Equality Plan.
- To continuously evaluate the management of the Equality Plan, taking the necessary measures to achieve the objectives set.
- To attend to and resolve queries and complaints made by other employees, establishing channels of communication to attend to and resolve proposals.

The Equality Committee shall meet on an ordinary quarterly basis, and extraordinary meetings may be convened when requested by either of the parties, given 7 days' notice. Minutes shall

be taken of the meetings, indicating the subjects discussed, the agreements reached, the documents submitted and the date of the next meeting.

Decisions of the committee shall generally be taken by consensus. If there is no agreement, it would be put to the vote and the agreement would be adopted by an absolute majority of each of the two representations.

If there is finally no consensus, the case will be transferred to the Joint Committee.

In the event of disagreement, a clarifying note on the position of the dissenting party may be made in the minutes.

The Equality Committee will be responsible for the monitoring, evaluation and periodic review of the plan.

The Equality Committee is made up of the following members:

For on behalf of the Legal Representation of Workers:

- Mr. Antonio Miranda Rodríguez (CCOO)
- Ms./Miss/Mrs. Anabel Martínez Perabán (CCOO)
- Ms./Miss/Mrs. Neus Massana Aymar (UGT)

By the Company's Management:

- Ms./Miss/Mrs. Sonia Fonteboa Andión
- Ms./Miss/Mrs. Sara Fajardo Martínez
- Mr. Toni Lou Martínez

### III. SCOPE OF APPLICATION

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#### *Personal Scope*

This Equality Plan will govern all staff at the BlueSun Consumers Brands, S.L.U. production plant.

#### *Territorial Scope*

The agreements contained in this Equality Plan will be directly applicable to all the staff of the BlueSun Consumer Brands production plant, located in the town of Mataró.

### *Temporal Scope*

The duration of this Equality Plan will extend from its approval by the competent body until 31 December 2025, and a calendar of annual actions must be established by the Equality Commission, with the corresponding monitoring and evaluation of their execution.

## IV. DURATION

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This Equality Plan is governed by Organic Law 3/2007, of 22 March, for the effective equality of women and men and the Royal Decree-Law of 1 March on urgent measures to guarantee equal treatment and opportunities between women and men in employment and occupation.

## V. MAIN RESULTS OF THE DIAGNOSIS UNDERPINNING THE EQUALITY PLAN

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### A. WORKFORCE PROFILE

- The workforce is **male-dominated**, representing a percentage of 32.28% women compared to 67.72% men
- The **average age** of men is slightly higher than that of women. The average for women is 42.99 years, while the average for men is 46.31 years.
- The company's workforce has a **very high seniority**, the average seniority of women is 13 years, while the average seniority of men is 19 years.
- Women in the company have **slightly higher qualifications (studies)**, given that there are more women in the female workforce with university studies than men, 26.09% for women and 8.41% for men.
- In terms of the **composition of the LTR**, there are more male than female workers; of the total of 15 staff representatives, 13 of them are men and 2 are women.

## B. WORK CONDITIONS

- More than 88% of BLUESUN's workforce has **permanent and full-time contracts**, 90.32% of them for men and 90.23% for women. This implies a **high level of staff stability**.
- The **majority of BLUESUN employees work full time**, 100% of men and 98.5% of women.
- In BLUESUN, **sick leave and leave of absence** have been taken by both men and women, but in proportion, **men have more sick leaves due to IT, and more sick leave due to accidents at work**.
- BlueSun operates with 100% respect for the legal framework in place to ensure that safety, health and the environment are not compromised. It has the FREMAP recognition received in December 2016 for its track record and results in prevention management for the Mataró plant.

## C. PROFESSIONAL CLASSIFICATION

- Comparing men and women in each of the occupational categories, **balance can be observed** in four categories: Middle Management, Operators, Managers and Directors and Technical and Administrative staff.
- Two of the more male-dominated categories include Qualified Personnel and Technical Specialists.
- The area with the highest concentration of staff is **Production** (49.51% male staff and 17.72% female staff).
- The most masculinised areas are Synthetic Operations Support (89.47%) and Synthetic Operations (82.09%)
- The most feminised areas are Sales & Marketing (61.54%) and Finance/HR/IT (69.57%).

## D. SELECTION AND HIRING PROCESS

- There is a **selection and recruitment procedure** for new recruits.
- When a new person joins the company, BLUESUN provides them with the "**Manual of Conduct**", which contains the following information:
  - BLUE SUN (vision, values and principles).
  - Expectations of employees and leaders.
  - Respect and fair labour practices



- Ensuring a healthy and safe workplace
- Safety, Quality and Environment
- Guidelines for working with customers, suppliers and third parties
- Protection of BlueSun's information and assets
- Whistleblowing and harassment procedure
- Remedies and reporting of non-compliance

#### E. CAREER ADVANCEMENT OF STAFF

- BLUESUN has a "**promotions policy**" procedure.
- Promotions within the company are accompanied by a **training procedure**, which depends on the position to which you are promoted.
- At the last 4 years (2017, 2018, 2019 and 2020), **82 people have been promoted** at BLUE SUN, of which 50 have been men and 32 have been women. It should be noted that the 4 promotions in the Managers and Directors are were women's promotions, so we cannot speak of vertical segregation.

#### F. TRAINING

- The company has a **Training Plan**, consisting of technical courses and skills courses, both classroom-based and online.
- In the last year, **379 employees** have received training. By gender, 266 men and 113 women were trained.

#### G. PAYMENT

- BLUESUN has a **well established salary policy** which aims to set the standard criteria for the Company's salary policy.
- **Low pay gap** of 6.07%, when **bonuses and other variables** are applied ) the pay gap rises to 7%.
- By areas, the highest ranking area, **Managers and Directors**, the gap is 0.15% and **Technicians and Administrators** is the area with the highest gap at 19.12%.

#### H. CO-RESPONSIBLE EXERCISE OF PERSONAL, FAMILY AND WORK LIFE RIGHTS.

- BLUESUN provides its staff with a set of social benefits, such as medical, dental, life insurance, product shop and canteen.
- Flexible company when it comes to reconciling work, personal and family schedules. However, this is only feasible for workers with a fixed shift. Shift workers have the

perception that the work-life balance in the company is not adequately provided for on the basis of shift work.

- In the last year (2020), 1 worker has become a mother and 5 workers have become fathers.

#### I. Prevention of sexual and gender-based harassment

- BLUESUN has a "**Crime Prevention Plan and Code of Ethics**" which includes information on the existence and operation of an Ethical Communications Channel. Through this channel, workers can make queries and complaints.
- There is also a "**Manual of Conduct in the Company**" which includes information on the prevention of harassment and sets out the procedure, investigation process and applicable sanctions, laws and remedies.

#### J. INCLUSIVE COMMUNICATION AND LANGUAGE

- In general terms, BLUESUN uses a neutral, inclusive language in its communications, as well as in the images used in its website, presenting men and women in a balanced way.

## K. REMUNERATION AUDIT

- **Remuneration Situation:** According to the diagnosis and pay audit data below, a pay gap of 5.10% has been identified. According to Spanish indicators, they set the gap limit at 25%. Therefore, we can state that the gender pay gap in total pay between men and women is minimal.

Suma de Salario Base	Etiquetas de columna	
	Hombre	Mujer
Mandos Intermedios	717.406,90	535.332,00
Operadores	1.567.412,43	1.103.573,38
Personal Cualificado	2.590.715,12	453.449,92
Responsables y Directores	500.409,00	363.484,80
Técnicos Especialistas	944.428,52	444.100,14
Técnicos y Administrativos	1.966.464,87	1.103.500,38
<b>Total general</b>	<b>8.286.836,84</b>	<b>4.003.440,62</b>

Etiquetas de fila	Etiquetas de columna			
	Suma de Compl Salarial Dinerario		Suma de Complemento Salari	
	Hombre	Mujer	Hombre	Mujer
Mandos Intermedios	246.713,88	117.828,20	0,00	0,00
Operadores	297.442,04	279.762,56	0,00	0,00
Personal Cualificado	1.046.694,32	161.013,02	0,00	0,00
Responsables y Directores	343.798,98	244.199,48	0,00	0,00
Técnicos Especialistas	478.280,46	183.271,48	0,00	0,00
Técnicos y Administrativos	656.318,46	203.849,52	0,00	0,00
<b>Total general</b>	<b>3.069.248,14</b>	<b>1.189.924,26</b>	<b>0,00</b>	<b>0,00</b>

Suma de Percepciones Extra	Etiquetas de columna	
	Hombre	Mujer
Mandos Intermedios	0,00	0,00
Operadores	0,00	0,00
Personal Cualificado	0,00	0,00
Responsables y Directores	0,00	0,00
Técnicos Especialistas	0,00	0,00
Técnicos y Administrativos	0,00	0,00
<b>Total general</b>	<b>0,00</b>	<b>0,00</b>

Suma de TOTAL	Etiquetas de columna		
	Hombre	Mujer	Total general
Mandos Intermedios	964.120,78	653.160,20	1.617.280,98
Operadores	1.864.854,47	1.383.335,94	3.248.190,41
Personal Cualificado	3.637.409,44	614.462,94	4.251.872,38
Responsables y Directores	844.207,98	607.684,28	1.451.892,26
Técnicos Especialistas	1.422.708,98	627.371,62	2.050.080,60
Técnicos y Administrativos	2.622.783,33	1.307.349,90	3.930.133,24
<b>Total general</b>	<b>11.356.084,98</b>	<b>5.193.364,88</b>	<b>16.549.449,86</b>

Cuenta de Cód. trabajador	Etiquetas de columna		
	Hombre	Mujer	Total general
Mandos Intermedios	16	12	28
Operadores	66	45	111
Personal Cualificado	91	16	107
Responsables y Directores	11	8	19
Técnicos Especialistas	29	14	43
Técnicos y Administrativos	63	38	101
<b>Total general</b>	<b>276</b>	<b>133</b>	<b>409</b>

Promedio de TOTAL	Etiquetas de columna		Total general	Brecha	% Brecha	Hombre	Mujer
	Hombre	Mujer					
Mandos Intermedios	60.257,55	54.430,02	57.760,04	-5.827,53	-9,67%	104,32%	94,23%
Operadores	28.255,37	30.740,80	29.262,98	2.485,43	8,80%	96,56%	105,05%
Personal Cualificado	39.971,53	38.403,93	39.737,13	-1.567,60	-3,92%	100,59%	96,64%
Responsables y Directores	76.746,18	75.960,54	76.415,38	-785,65	-1,02%	100,43%	99,40%
Técnicos Especialistas	49.058,93	44.812,26	47.676,29	-4.246,67	-8,66%	102,90%	93,99%
Técnicos y Administrativos	41.631,48	34.403,94	38.912,21	-7.227,54	-17,36%	106,99%	88,41%
<b>Total general</b>	<b>41.145,24</b>	<b>39.047,86</b>	<b>40.463,20</b>	<b>-2.097,38</b>	<b>-5,10%</b>	101,69%	96,50%

Mediana	Etiquetas de columna		Total	Brecha	% Brecha
	Hombre	Mujer			
Mandos Intermedios	60.333,63	56.135,59	57.868,37	-4.198,04	-6,96%
Operadores	33.445,51	34.327,44	34.327,44	881,93	2,64%
Personal Cualificado	40.628,56	37.478,28	40.471,76	-3.150,28	-7,75%
Responsables y Directores	81.469,36	76.048,84	80.000,06	-5.420,52	-6,65%
Técnicos Especialistas	51.096,22	48.888,39	49.999,88	-2.207,83	-4,32%
Técnicos y Administrativos	44.092,30	32.291,63	41.325,76	-11.800,67	-26,76%

## VI. OBJECTIVES OF THE EQUALITY PLAN

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### OVERALL OBJECTIVE

To integrate Equal Opportunities between women and men in BLUESUN, applying it to all its areas and incorporating it in its management model.

### SPECIFIC OBJECTIVES

#### *Axis 1: Selection and hiring process.*

- To promote gender balance in the composition of the workforce.
- To reverse any horizontal segregation detected in the company.

#### *Axis 2: Professional classification.*

- To incorporate a gender perspective in all professional classification processes.

#### *Axis 3: Training*

- To improve the annual training plan with equality training available to everyone in the company

#### *Axis 4: Career advancement and women's representation.*

- To review BlueSun's gender-sensitive promotion procedures.

#### *Axis 5: Working Conditions and Remuneration*

- To review of the company's remuneration policy and study of employee satisfaction.

#### *Axis 6: Co-responsible exercise of personal, family and work life rights.*

- To implement a co-responsibility plan that combines measures to reconcile work, family and personal life and raise awareness of the co-responsible use of measures and leave.

#### *Axis 7: Prevention of sexual and gender-based harassment*

- To ensure a safe working environment free from sexual and gender-based harassment.
- To raise awareness and train staff on sexual and gender-based harassment.

#### *Axis 8: Occupational health*

- To promote an environment free of occupational hazards.

#### *Axis 9: Communication and Organisational Culture*

- To convey BlueSun's commitment to gender equality and disseminate the Equality Plan among the staff.
- To improve the annual training plan with equality training available to everyone in the company

*Axis 4: Career advancement and women's representation.*

- To review BlueSun's gender-sensitive promotion procedures.

*Axis 5: Working Conditions and Remuneration*

- To review of the company's remuneration policy and study of employee satisfaction.

*Axis 6: Co-responsible exercise of personal, family and work life rights.*

- To implement a co-responsibility plan that combines measures to reconcile work, family and personal life and raise awareness of the co-responsible use of measures and leave.

*Axis 7: Prevention of sexual and gender-based harassment as well as occupational health*

- To ensure a safe working environment free from sexual and gender-based harassment.
- To raise awareness and train staff on sexual and gender-based harassment.

*Axis 8: Occupational health*

- To promote an environment free of occupational hazards.

*Axis 9: Communication and Organisational Culture*

To convey BlueSun's commitment to gender equality and disseminate the Equality Plan among the staff.

## VII. LINES OF ACTION AND MEASURES

AXIS 1	<b>SELECTION AND HIRING PROCESS</b>		
<b>OBJECTIVE 1</b>	To promote gender balance in the composition of the workforce.		
MEASURES	PERSON/ DEPARTMENT MANAGER	RESOURCES	INDICATORS OF MONITORING AND EVALUATION
1.1 To include in the On-Boarding manual in which new recruits are given copies or references to the company's equality plan.	<ul style="list-style-type: none"> <li>• Equality Committee</li> <li>• HR</li> <li>• Head of company publications</li> </ul>	Human Material	<ul style="list-style-type: none"> <li>• Equality Plan incorporated into the on-boarding manual.</li> <li>• Percentage of new workers who are aware of the equality plan, out of the total number of new recruits.</li> </ul>
1.2 Annual monitoring of the evolution of the workforce from a gender perspective.	<ul style="list-style-type: none"> <li>• Equality Committee</li> <li>• HR</li> </ul>	Human Material	<ul style="list-style-type: none"> <li>• Monitoring carried out</li> <li>• Report and results of the evolution of the workforce (by category, position, department, type of contract, ...).</li> </ul>
<b>OBJECTIVE 2</b>	To reverse any horizontal segregation detected in the company.		
MEASURES	PERSON/ DEPARTMENT MANAGER	RESOURCES	INDICATORS OF MONITORING AND EVALUATION
1.3 Implementation of actions to recruit female workers in the most male-dominated departments through the application of positive action in favour of women in the event of a tie.	<ul style="list-style-type: none"> <li>• Equality Committee</li> <li>• HR</li> <li>• Managers participating in selection interviews</li> </ul>	Human	<ul style="list-style-type: none"> <li>• No. of women and men hired in the last year by department.</li> <li>• No. of positive actions implemented in case of a tie.</li> </ul>

<b>AXIS 2</b>	<b>PROFESSIONAL CLASSIFICATION</b>		
<b>OBJECTIVE</b>	To incorporate a gender perspective in all professional classification processes.		
<b>MEASURES</b>	<b>PERSON/ DEPARTMENT MANAGER</b>	<b>RESOURCES</b>	<b>INDICATORS OF MONITORING AND EVALUATION</b>
2.1 Carrying out an awareness-raising campaign on the elimination of gender stereotypes in the workplace (jobs have no gender).	<ul style="list-style-type: none"> <li>• Equality Committee</li> <li>• HR</li> <li>• Department in charge of corporate communications</li> </ul>	Human Economic Material	<ul style="list-style-type: none"> <li>• Campaign carried out.</li> <li>• Campaign satisfaction report (information collected in opinion questionnaires).</li> </ul>

<b>AXIS 3</b>	<b>TRAINING</b>		
<b>OBJECTIVE</b>	Improve the annual training plan with equality training available to everyone in the company.		
<b>MEASURES</b>	<b>PERSON/ DEPARTMENT MANAGER</b>	<b>RESOURCES</b>	<b>INDICATORS OF MONITORING AND EVALUATION</b>
3.1 To include training on equal opportunities between women and men for staff.	<ul style="list-style-type: none"> <li>• Equality Committee</li> <li>• HR</li> <li>• Heads of Department</li> </ul>	Human Material Economic	<ul style="list-style-type: none"> <li>• Equality training included in the Training Plan.</li> <li>• No. of people trained and hours taught broken down by gender.</li> </ul>
3.2 Inclusion in the training plan of training pills adapted to the needs detected each year or areas to be worked on (e.g.: co-responsible work-life balance, inclusive language, occupational health, healthy habits, etc.).	<ul style="list-style-type: none"> <li>• Equality Committee</li> <li>• HR</li> <li>• Heads of Department</li> </ul>	Human Material Economic	<ul style="list-style-type: none"> <li>• Equality pills incorporated in the Training Plan.</li> <li>• Themes of the training courses.</li> <li>• No. of people trained and hours taught broken down by gender.</li> </ul>
3.3 Creation of a training monitoring and evaluation system, which includes (disaggregated by sex): type	<ul style="list-style-type: none"> <li>• Equality Committee</li> <li>• HR</li> </ul>	Human Material	<ul style="list-style-type: none"> <li>• Tracking system set up.</li> <li>• Annual report and results with sex-</li> </ul>

of training, duration, modality, as well as possible professional promotion of each trained employee.			disaggregated information.
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<b>AXIS 4</b>	<b>CAREER ADVANCEMENT AND WOMEN'S REPRESENTATION</b>		
<b>OBJECTIVE</b>	To review BlueSun's gender-sensitive promotion procedures.		
<b>MEASURES</b>	<b>PERSON/ DEPARTMENT MANAGER</b>	<b>RESOURCES</b>	<b>INDICATORS OF MONITORING AND EVALUATION</b>
4.1 Record an annual "Professional Follow-up" of each worker interested in promotion and the fulfilment of objectives.	<ul style="list-style-type: none"> <li>• Equality Committee</li> <li>• HR</li> <li>• Head(s) of department</li> </ul>	Human Material	<ul style="list-style-type: none"> <li>• Launch of a channel to register people with an interest in promotion.</li> <li>• Annual results, no. of promotions/% women of total promotions.</li> </ul>

<b>AXIS 5</b>	<b>WORKING CONDITIONS AND PAY</b>		
<b>OBJECTIVE</b>	To review of the company's remuneration policy and study of employee satisfaction.		
<b>MEASURES</b>	<b>PERSON/ DEPARTMENT MANAGER</b>	<b>RESOURCES</b>	<b>INDICATORS OF MONITORING AND EVALUATION</b>
5.1 Annual wage monitoring with a system of indicators to compare the average salaries of male and female workers, taking into account the different elements that make up salaries in order to avoid a pay gap.	<ul style="list-style-type: none"> <li>• Equality Committee</li> <li>• HR</li> </ul>	Human Material	<ul style="list-style-type: none"> <li>• Monitoring indicator system put in place.</li> <li>• Results of the average remuneration comparison.</li> </ul>



5.2 Creation of a wage register with average values of salaries, allowances and non-wage payments according to gender and professional categories or positions of equal value.	<ul style="list-style-type: none"> <li>• Equality Committee</li> <li>• HR</li> </ul>	Human Material	<ul style="list-style-type: none"> <li>• Salary register created.</li> </ul>
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<b>AXIS 6</b>	<b>CO-RESPONSIBLE EXERCISE OF PERSONAL, FAMILY AND WORK LIFE RIGHTS</b>		
<b>OBJECTIVE</b>	Implement a co-responsibility plan that combines measures to reconcile work, family and personal life.		
6.1 Development of information and awareness-raising campaigns, talks and workshops on co-responsibility, with an emphasis on men in the company.	<ul style="list-style-type: none"> <li>• Equality Committee</li> <li>• HR</li> <li>• Head(s) of department</li> <li>• Persons responsible for the company's communication channels</li> </ul>	Human Economic Material	<ul style="list-style-type: none"> <li>• Campaigns or similar campaigns launched.</li> <li>• Campaign impact report (satisfaction questionnaires).</li> </ul>

<b>AXIS 7</b>	<b>Prevention of sexual and gender-based harassment</b>		
<b>OBJECTIVE 1</b>	Ensure a safe working environment free from sexual and gender-based harassment.		
<b>MEASURES</b>	<b>PERSON/ DEPARTMENT MANAGER</b>	<b>RESOURCES</b>	<b>INDICATORS OF MONITORING AND EVALUATION</b>
7.1 Drawing up a protocol for prevention and intervention in situations of sexual and gender-based harassment, separate from the company's	<ul style="list-style-type: none"> <li>• Equality Committee</li> <li>• HR</li> <li>• RLT</li> </ul>	Human Material Economic	<ul style="list-style-type: none"> <li>• Drawing up the Protocol.</li> <li>• Number and type of mechanisms for dissemination of the new protocol.</li> <li>• No. of consultations on the protocol received.</li> </ul>

crime prevention plan and code of ethics.			
7.2 Include a copy of or reference to the company's anti-harassment protocol in the conduct manual given to new recruits.	<ul style="list-style-type: none"> <li>• Equality Committee</li> <li>• HR</li> </ul>	Human Material Economic	<ul style="list-style-type: none"> <li>• Protocol/references to it incorporated in the manual of conduct.</li> </ul>
<b>OBJECTIVE 2</b>	To raise awareness and train staff on sexual and gender-based harassment.		
<b>MEASURES</b>	<b>PERSON/ DEPARTMENT MANAGER</b>	<b>RESOURCES</b>	<b>INDICATORS OF MONITORING AND EVALUATION</b>
7.3 Carrying out awareness-raising campaigns on the prevention of sexual and gender-based harassment.	<ul style="list-style-type: none"> <li>• Equality Committee</li> <li>• HR</li> <li>• RLT</li> <li>• Head(s) of departments</li> <li>• Departments involved in Communication</li> </ul>	Human Material Economic	<ul style="list-style-type: none"> <li>• Number and type of campaigns.</li> <li>• Campaign evaluation report (satisfaction and usefulness survey).</li> </ul>
7.4 Training for people responsible for the prevention of harassment, as well as for the Negotiating Committee of the Equality Plan.	<ul style="list-style-type: none"> <li>• Equality Committee</li> <li>• HR</li> <li>• RLT</li> <li>• Head(s) of departments</li> </ul>	Human Material Economic	<ul style="list-style-type: none"> <li>• Training undertaken.</li> <li>• % of persons participating in training out of the total number of persons responsible for and involved in the protocol.</li> <li>• Campaign evaluation report (satisfaction and usefulness survey).</li> </ul>

<b>AXIS 8</b>	<b>OCCUPATIONAL HEALTH</b>		
<b>OBJECTIVE</b>	To promote an environment free of occupational hazards.		
<b>MEASURES</b>	<b>PERSON/ DEPARTMENT MANAGER</b>	<b>RESOURCES</b>	<b>INDICATORS OF MONITORING AND EVALUATION</b>

8.1 Review of safety and occupational risk prevention protocols with a gender perspective (psychosocial risks, ergonomics, etc.).	<ul style="list-style-type: none"> <li>• Equality Committee</li> <li>• HR</li> <li>• HSW</li> </ul>	Human Economic Material	<ul style="list-style-type: none"> <li>• Revised protocols.</li> <li>• Biases detected.</li> <li>• Corrective measures in response to biases.</li> </ul>
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<b>AXIS 9</b>	<b>COMMUNICATION AND ORGANISATIONAL CULTURE</b>		
<b>OBJECTIVE</b>	To convey BlueSun's commitment to gender equality and disseminate the Equality Plan among the staff.		
<b>MEASURES</b>	<b>PERSON/ DEPARTMENT MANAGER</b>	<b>RESOURCES</b>	<b>INDICATORS OF MONITORING AND EVALUATION</b>
9.1 Dissemination of the commitment to equality through the publication of the Equality Plan externally (supplier companies, corporate website, etc.) and internally (through all internal channels and through a campaign to raise awareness and provide information on the Plan).	<ul style="list-style-type: none"> <li>• Equality Committee</li> <li>• HR</li> <li>• Departments involved in Communication</li> </ul>	Human Material	<ul style="list-style-type: none"> <li>• Published plan.</li> <li>• Number and channels of communication used.</li> </ul>
9.2 Dissemination of the Equality Plan to the entire workforce, via email and other communication channels of the company to workers.	<ul style="list-style-type: none"> <li>• Equality Committee</li> <li>• HR</li> <li>• Departments involved in Communication</li> <li>•</li> </ul>	Human	<ul style="list-style-type: none"> <li>• Plan sent by mail.</li> <li>• Other communication channels used to disseminate the Equality Plan internally.</li> </ul>
9.3 Have copies of the Equality Plan in visible places in the company.	<ul style="list-style-type: none"> <li>• Equality Committee</li> <li>• HR</li> </ul>	Human Material Economic	<ul style="list-style-type: none"> <li>• Copies of the plan distributed.</li> <li>• Common places where the Equality Plan is visible.</li> </ul>

## VIII.SCHEDULE

AXIS 1: SELECTION AND HIRING PROCESS										
		2022		2023		2024		2025		
No.	MEASURE	1S	2S	1S	2S	1S	2S	1S	2S	
1.1	To include a copy of or reference to the company's equality plan in the handbook of conduct given to new recruits.									
1.2	Annual monitoring of the evolution of the staff from a gender perspective.									
1.3	Implementation of actions to recruit female workers in the most male-dominated departments through the application of positive action in favour of women in the event of a tie.									

AXIS 2: PROFESSIONAL CLASSIFICATION										
		2022		2023		2024		2025		
No.	MEASURE	1S	2S	1S	2S	1S	2S	1S	2S	
2.1	To carry out an awareness-raising campaign on the elimination of gender stereotypes in the workplace (jobs have no gender).									

AXIS 3: TRAINING										
		2022		2023		2024		2025		
No.	MEASURE	1S	2S	1S	2S	1S	2S	1S	2S	
3.1	Include training on equal opportunities between women and men for staff.									
3.2	Inclusion in the training plan of training pills adapted to the needs detected each year or areas to be worked on (e.g.: co-responsible work-life balance, inclusive language, occupational health, healthy habits, etc.).									
3.3	Creation of a training monitoring and evaluation system, which includes (disaggregated by sex): type of training, duration, modality, as well as possible professional promotion of each trained employee.									

AXIS 4. CAREER ADVANCEMENT AND WOMEN'S REPRESENTATION										
		2022		2023		2024		2025		
No.	MEASURE	1S	2S	1S	2S	1S	2S	1S	2S	
4.1	Record an annual "Career Tracking" of each worker interested in promotion and the fulfilment of objectives.									

AXIS 5: WORKING CONDITIONS AND PAY										
		2022		2023		2024		2025		
No.	MEASURE	1S	2S	1S	2S	1S	2S	1S	2S	
5.1	Wage monitoring on an annual basis with a system of indicators that makes it possible to compare the average salaries of male and female workers, taking into account the different elements that make up salaries in order to avoid a pay gap.									
5.2	Creation of a wage register with average values of salaries, allowances and non-wage payments according to gender and professional categories or positions of equal value.									



AXIS 6: CO-RESPONSIBLE EXERCISE OF PERSONAL, FAMILY AND WORK LIFE RIGHTS.										
		2022		2023		2024		2025		
No.	MEASURE	1S	2S	1S	2S	1S	2S	1S	2S	
6.1	Development of information and awareness-raising campaigns, talks and workshops on co-responsibility, with an emphasis on men in the company.									

AXIS 7: Prevention of sexual and gender-based harassment										
		2022		2023		2024		2025		
No.	MEASURE	1S	2S	1S	2S	1S	2S	1S	2S	
7.1	Drawing up a protocol for prevention and intervention in situations of sexual and gender-based harassment, independent of the company's crime prevention plan and code of ethics.									
7.2	Include copies of or references to the company's anti-harassment protocol in the conduct manual given to new recruits.									
7.3	Awareness-raising campaigns on the prevention of sexual and gender-based harassment.									
7.4	Training for people responsible for the prevention of harassment, as well as for the Negotiating Committee of the Equality Plan.									

AXIS 8: OCCUPATIONAL HEALTH										
		2022		2023		2024		2025		
No.	MEASURE	1S	2S	1S	2S	1S	2S	1S	2S	
8.1	Review of safety and occupational risk prevention protocols with a gender perspective (psychosocial risks, ergonomics, etc.).									

AXIS 9: COMMUNICATION AND ORGANISATIONAL CULTURE										
		2022		2023		2024		2025		
No.	MEASURE	1S	2S	1S	2S	1S	2S	1S	2S	
9.1	Dissemination of the commitment to equality through the publication of the Equality Plan externally (supplier companies, corporate website, etc.) and internally (through all internal channels and through a campaign to raise awareness and provide information on the Plan).									
9.2	Dissemination of the Equality Plan to all staff, via e-mail and other communication channels of the company to employees									
9.3	Have copies of the Equality Plan in visible places in the company.									

## IX. MONITORING AND EVALUATION

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**Monitoring** throughout the development of the Equality Plan will make it possible to check the degree of achievement of the objectives proposed for each measure, as well as to know the development process, in order to introduce other measures if necessary, or to correct possible deviations.

The **evaluation** of the Equality Plan will allow the revision of the practices according to its results, in order to facilitate the fulfilment of the equality objective of BLUESUN.

### *Responsible for the monitoring and evaluation of the Equality Plan*

The signatories of this Equality Plan agree to form a Commission, which will be responsible for interpreting and evaluating the degree of compliance with the actions carried out.

### *Functions of the Monitoring Committee*

- Meet at least quarterly and whenever deemed necessary on extraordinary dates, subject to justification at the request of one of the parties.
- Collect suggestions and complaints from members and employees, if any, in order to analyse them and propose solutions.
- It shall also perform the duties provided for in the attached Rules of Procedure.

### *Procedure for the development of monitoring and evaluation*

Monitoring and evaluation shall measure, as a minimum:

- **Awareness of the measures and actions implemented:** the degree of awareness will make it possible to assess the quality of communication, both in terms of content and information channels.
- **The use of the measures and actions implemented:** this will allow an assessment of whether the measures have been in line with BLUE SUN's needs and, in case of low use, to detect whether there are obstacles to their use.
- **Satisfaction of employees with the measures and actions implemented:** this will allow to know if the measures are correctly planned and are the necessary response to the needs of the employees.

*Monitoring*

The information collected will be reported on a six-monthly basis. The reports will refer to the current situation of BLUESUN and the evolution it has experienced with the implementation and development of the measures of the Equality Plan, as they are being implemented.

The reports prepared will be sent to the Management for its knowledge and assessment of the achievements and progress of BLUESUN in the application of equal opportunities for women and men in its management.

*Evaluation*

The evaluation of the Equality Plan will be carried out in the last quarter of the year in which the Plan is in force.

For the evaluation, the instruments necessary for the collection and analysis of the information will be available, these being: files, minutes of meetings, six-monthly reports and any other documentation that the Monitoring Committee considers necessary for the evaluation to be carried out.

In accordance with the foregoing, they have signed the present document in Mataró on 20 January 2022.

*Equality Plan Negotiating Committee*

<b>Signed</b>	<b>Signed</b>
Sonia Fonteboa Andión with D.N.I. 53072729-E	Antonio Miranda Rodriguez with D.N.I. 38802320-D
Sara Fajardo Martínez with D.N.I. 77120477-M	Anabel Martínez Peraban with D.N.I. 46706896-Z
Toni Lou Martinez with D.N.I. 38799300-W	Neus Massana Aymar with D.N.I. 38831836-Q