

# EQUAL OPPORTUNITIES POLICY



Madrid, June 22, 2021

# Konecta





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This Equal Opportunities Policy is included within Konecta's Human Resources Framework Policy. Upon identification of Konecta's purpose, Mission, Values and Principles (hereinafter Konecta, the Company, or the Organisation), this Policy encompasses the commitments concerning the human capital of the Company.

## 1.- PURPOSE

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The purpose of this Equal Opportunities Policy (hereinafter the “Policy”) is to declare Konecta's commitment toward the establishment and development of policies ensuring equal treatment and opportunities for women and men, without discrimination against employees, directly or indirectly, on grounds of sex, with the promotion of measures aimed at achieving equality within our organisation, establishing real equality of opportunities between women and men as a strategic principle of our Human Resources Framework Policy.

Konecta is aligned with Goal 5 of the UN 2030 Agenda, namely, “Achieving gender equality”, and states that gender equality is not only a fundamental human right, but the necessary basis for a peaceful, prosperous and sustainable society.

Due to Konecta's position in the world and presence in multiple countries, it is necessary to work together to establish, consolidate and strengthen “legal frameworks on gender equality at the workplace and the eradication of practices that adversely affect it. To do so, it is crucial to end the gender-based discrimination that still prevails in many countries of the world”. It is therefore necessary to work together to adopt and strengthen sound policies for the promotion of gender equality, through the creation of smart solutions that go beyond the recognition of gender disparities, and address the needs of women and men on an equal footing.

## 2.- SCOPE OF APPLICATION

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This Policy is globally applicable to all Konecta subsidiaries and is endorsed by the General Management and the Board of Directors. Each member of the Konecta team is responsible for promoting the principles and commitments contained herein while performing their duties.

## 3.- GENERAL PRINCIPLES OF ACTION

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Konecta is strongly committed to gender equality of all the employees who make its team in all of its business areas, from management to the base of the Organisation.

We firmly believe in gender equality as a universal principle that not only enriches an organisation, but places it in a position of justice and integrity. Konecta works on a daily basis to ensure that each and every member of the Organisation, without distinction, have equal rights and duties.

The principle of equal opportunities between women and men must be a hallmark at Konecta, from recruitment and promotion to wage policy, training, working and employment conditions, safety and health at work, the organisation of working time, and work-life balance.

Konecta embraces the principle of equal opportunities between women and men, attending in particular to indirect discrimination. This is “the situation where an apparently neutral provision, criterion or practice puts a person of a specific sex at a particular disadvantage when compared to persons belonging to the other sex”.

Also, Konecta agrees to comply with the principle of proactive communication, both internally and externally, reporting of all decisions made to respect and promote equality, and projecting an image of the company in line with the principle of equal opportunities for women and men, which the Company strongly advocates for.

An Equal Opportunities Plan will be implemented in all Konecta Group companies to advance toward the achievement of real equality between women and men within the company and, by extension, the whole of society. To accomplish this purpose, Konecta's legal workers' representatives will be involved, not only in the collective bargaining process, but throughout the development and assessment of the measures approved.

#### **4.- UPDATE AND REVIEW**

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This Equal Opportunities Policy shall be reviewed and updated, where necessary, to adjust to the changes experienced by Konecta's business model, or to those which may be likely to occur in the company's field of action, or to those resulting from the adoption of rules of direct application, while ensuring its effectiveness and compliance.

This Equal Opportunities Policy was initially approved by Konecta's Human Resources General Direction on January 27, 2017, being modified and ratified in 2019.

The text in its current wording has been reviewed and ratified by the aforementioned Board on June 22, 2021.