

EQUALITY PLAN

SOMVITAL

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ABOUT SOMVITAL

SomVital is an independent Spanish biotechnological laboratory dedicated to the research, manufacture and implementation of **BioSafety** and **Natural Alternatives** products and protocols in **Livestock** and **Food Industry**.

Our vision is focused on a safe and animal welfare friendly human food chain.

Our aim is to **reduce biological risks** by **controlling serious pathologies and reducing the use of antibiotics**.

A BETTER TOMORROW

Value proposition:

- 1) Technological leaders in BioSafety:** one of the main pillars on which **SomVital** is firmly committed is innovation and technology. We have our own R&D laboratory and two distribution centres that allow us to launch innovative and disruptive products on the market (4 new products/year and more than 21 tests per year). All of this with the aim of digitalising the livestock and food sector and boosting its development.
- 2) Excellence in quality:** products and services certified by Quality Systems, as well as numerous awards and recognitions.



- 3) Integral Assistance Service:** monitoring and training in **BioSafety** for each farm according to its particularities, services certified by Quality Systems, as well as by numerous awards and recognitions.

2021-2022 EQUALITY PLAN

INTRODUCTION:

SomVital has developed an equality plan whose purpose is to list, establish, implement and integrate a series of measures aimed at promoting equal treatment and opportunities between women and men in the organisation.

On 23 March 2007, Organic Law 3/2007 for the effective equality of men and women (hereinafter, LO 3/2007) came into force. Its aim is to give effect to the right to equal treatment and opportunities for women and men in all areas of social, economic, cultural and political life.

In the labour sphere, Article 45 of LO 3/2007 stipulates that: "Companies are obliged to respect equal treatment and opportunities in the labour sphere and, to this end, they must adopt measures aimed at avoiding any labour discrimination between women and men".

Paragraph 2 establishes that companies with more than 250 workers must implement an Equality Plan, defined as: "An ordered set of measures, adopted after a diagnosis of the situation, aimed at achieving equal treatment and opportunities between women and men in the company and eliminating discrimination on the grounds of sex". In our case, we have considered it coherent with our philosophy to carry it out despite not exceeding this number of workers.

With the enactment of Royal Decree Law 6/2019, the level of legal requirements was increased with regard to the number of professionals that make up a company, so that it is obliged to formalise an Equality Plan. As a result, it is established that companies with 50 or more employees have until 7 March 2022 to implement an equality plan.

Likewise, since the March 2019 reform, according to Royal Decree Law 6-2019, of 1 March, on urgent measures to guarantee equal treatment and opportunities between men and women in employment and occupation, important changes have been made, which have also led to changes in the Workers' Statute. Thus, a reinforcement of the reconciliation of work and family life (co-responsibility) and a commitment to equal pay, with all the measures that this entails, have been established.

In 2020, new measures were introduced in this area with Royal Decree 902/2020, of 13 October, on equal pay for women and men and Royal Decree 901/2020, of 13 October, which regulates equality plans and their registration and amends Royal Decree 713/2010, of 28 May, on the registration and deposit of collective bargaining agreements and collective labour agreements. All of this means continuing to make progress in the field of equality.

In accordance with Royal Decree 901/2020, **SomVital** advances in the fulfilment of the Sustainable Development Goals (SDGs) of the 2030 Agenda, mainly in SDG 5 ("Gender equality") and 8 ("Decent work and economic growth"), and specifically in the fulfilment of targets 5.1, 5.2, 5.4, 5.5, and 8.5, i.e. ending all forms of discrimination against women; eliminating all forms of violence against women and girls in the public and private spheres; recognising the importance of care and promoting co-responsibility; ensuring women's full and effective participation and equal opportunities for leadership; achieving full and productive employment and decent work for all women and men, including youth and persons with disabilities, as well as equal pay for work of equal value.

As for Royal Decree 902/2020, on equal pay for women and men, its purpose is to establish specific measures to give effect to the right to equal treatment and non-discrimination between women and men in matters of pay, developing the mechanisms to identify and correct discrimination in this area and to fight against it, promoting the necessary conditions and removing existing obstacles, in accordance with the provisions of Articles 9.2 and 14 of the Spanish Constitution and in accordance with the provisions of Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016. Therefore, concepts such as the one mentioned in article 3 with the Principle of Transparency of Remuneration and article 4 which refers to the obligation of equal pay for work of equal value arise. In this sense, according to Article 28.1 of the Workers' Statute, one job shall be of equal value to another when the nature of the functions or tasks effectively entrusted, the educational, professional or training conditions required for their exercise, the factors strictly related to their performance and the working conditions under which such activities are actually carried out are equivalent.

With the Royal Decree 902/2020, **SomVital** advances in the fulfilment of target 8.5 of the 2030 Agenda for Sustainable Development, i.e. to achieve full and

productive employment and decent work for all women and men, including young people and persons with disabilities, and equal pay for work of equal value, as well as target 5.1 which aims to end all forms of discrimination against all women and girls worldwide.

As it has been doing in the last 6 years, **SomVital** assumes the commitment in the establishment and development of policies that integrate equal treatment and opportunities between women and men, without discriminating directly or indirectly on the basis of sex, as well as in the promotion and encouragement of measures to achieve real equality within our organisation, establishing equal opportunities between women and men as a strategic principle of our Corporate Policy and Human Resources. In each and every one of the areas in which the activity of **SomVital** is developed, from the selection to the promotion of personnel, salary policy, training, occupational health and conciliation, among other factors, it assumes the principle of equal opportunities between women and men.

These principles are being put into practice through the promotion of equality measures, trying to establish improvements with respect to the present situation, with the corresponding monitoring systems, with the aim of advancing in the achievement of real equality between women and men in the company and, by extension, in society as a whole.

SomVital declares its rejection of the actions and attitudes of sexual harassment and for reasons of sex, and for its prevention, sets up a protocol of action for the prevention of sexual harassment and for reasons of sex in the work environment, thus making its appearance impossible and eradicating all behaviour that could be considered as constituting it in the work environment. These precepts and the conclusions of the diagnosis on the situation of women and men in **SomVital**, have been the basis for the identification of needs and the planning of priority lines of action in the field of equality.

On the other hand, we have opted for excellence in quality with a wide range of products and services certified by Quality Systems and Environmental Quality Management according to ISO 9001:2015, ISO 14001:2015, R+D+i Management according to UNE 166002, the seal of corporate social responsibility RSA as well as Halal and CAAE standards for organic production.

GENERAL PROVISIONS:

This equality plan has the following general provisions:

- **Objective:** the objective of the plan is the full equality of treatment and opportunities for women and men in SomVital, which means that, with equal merit and capacity, men and women will carry out their tasks without their sex, age, race or ethnicity, religion or any other circumstance representing an obstacle, and under the same conditions in terms of remuneration, training and promotion, as well as the promotion of co-responsibility in the internal area and, in general, equality in the external area whenever possible.

- **Scope of application:**
 - Workers who are part of the organisation.
 - Workers linked to companies with which SomVital has some kind of legal relationship and who, for this reason, provide their services in SomVital work centres.
Those who come from ETT, students in practices, with or without scholarship... during their permanence in the company.

- **Validity:** this equality plan is a set of ordered measures aimed at achieving the objectives set out in it. During its validity, actions not foreseen in it may be incorporated if any change occurs or any opportunity arises that was not foreseeable at the time of its approval that may result in an improvement in equality. The plan has a planned duration of 1 year, with the aim of being able to take stock at the end of the year and propose actions for improvement. A deadline has been set for each action, although this could be altered in the event of changes in the legal provisions applicable to the sector of mutual insurance companies collaborating with the Social Security. In cases where an action is considered to be of a permanent nature, the implementation period coincides with the duration of the plan.

- **Means:** **SomVital**, as the main responsible for the implementation of this equality plan, will provide the material and human means required, according to its possibilities and the applicable legal dispositions.

The action programme of the Equality Plan is structured as follows:

- General objectives
- Specific objectives
- Programme of measures
- Departments involved
- Timing

The general objectives refer to the Plan as a whole, and based on them, specific objectives, actions, responsible persons, indicators and/or monitoring criteria and timetable are developed for each of the areas which, based on the diagnosis carried out, have been established as necessary for intervention, and which are as follows:

- Selection and recruitment process
- Classification and professional promotion
- Training
- Co-responsible exercise of the rights of personal, family and working life.
- Under-representation of women
- Remuneration
- Prevention of sexual and gender-based harassment
- Protection of victims of gender-based violence
- Communication

GENERAL OBJECTIVES:

1. To advance in the equality of opportunities and treatment between men and women in **SomVital**.
2. To integrate as much as possible the gender perspective in the management of the company.
3. To facilitate the conciliation of personal, family and working life of the people who work in **SomVital** and to promote co-responsibility between men and women.
4. To guarantee equal pay for work of equal value.

SPECIFIC OBJECTIVES:

The specific objectives of the corresponding areas are as follows:

✔ SELECTION AND RECRUITMENT

Ensuring equal opportunities by reviewing our selection processes

Promote a balanced representation of men and women in the different professional groups, especially in those areas where there is under-representation.

Promote gender balance regardless of the type of employment: full time and part time.

✔ PROMOTION

Encourage the presence of equality criteria in all processes related to the promotion area.

✔ TRAINING

Raise awareness and provide training in equal opportunities for the staff in general, and especially for staff related to the organisation of the company, in order to guarantee equality between men and women and objectivity in all processes.

Facilitate the access of women and men to training specialities that contribute to their professional development in the company in a balanced way.

✔ RETRIBUTION

Monitor the implementation of the pay policy to ensure equal pay for work of equal value.

✔ RECONCILIATION OF WORK AND FAMILY LIFE

Facilitating the exercise of reconciliation rights

Improving reconciliation measures and promoting co-responsibility

✔ **UNDER-REPRESENTATION OF WOMEN**

Advance in the balanced presence of men and women, and in all those professional groups where an imbalance is detected.

Ensure equal treatment and opportunity in internal promotion processes.

✔ **PREVENTION OF SEXUAL AND GENDER-BASED HARASSMENT**

To guarantee the fundamental rights of the staff of **SomVital**, eradicating and sanctioning behaviours that can be qualified as sexual harassment in the workplace.

✔ **PROTECTION OF VICTIMS OF GENDER-BASED VIOLENCE**

Implement and facilitate protection measures in cases of gender-based violence.

✔ **COMMUNICATION**

Ensure that internal communication promotes an equal image of men and women.

Establish information channels on equal opportunities in the company.

Ensure that media and content are accessible and known to all workers.

MEASURES AND ACTIONS ENVISAGED:

- SELECTION AND RECRUITMENT:**

-Ensure equal opportunities by reviewing our selection processes.

Measures/Actions	Indicator	Responsible and deadline
Job offers advertised internally or externally will use gender-neutral language and images.	All job advertisements are written in gender-neutral language and images.	HR and Marketing Manager / During the life of the plan
In case of using consultancy firms for the selection, they will be informed in writing of the selection criteria by SomVital values with special emphasis on our policy of equal opportunities for women and men.	Model of communication given to external consultants after signing the Equality Plan.	Responsible for HR and Marketing / During the duration of the plan
In the event that the company outsources or subcontracts any of its recruitment activities, it shall require the contracted companies to comply with current legislation on equality.	Clause included in contracts with personnel selection providers.	HR Manager / During the life of the plan

-Promote a balanced representation of men and women in the different professional groups, but especially in those sectors where they are under-represented.

Measures/Actions	Indicator	Responsible and deadline
Obtain gender-related data on selection processes.	Statistical data relating to: Number of applications by gender submitted; Number of M/H pre-selected and recruited; Type of contract, positions and professional group.	HR Manager / 1 year from the end of the selection process
Expressly include as an objective in the selection process the diversification of the workforce in order to achieve a balanced ratio.	Inclusion of this criterion in the selection process.	HR manager / before starting the selection process
Establish partnerships with training organisations to recruit women for positions in male-dominated sectors and men for positions in female-dominated sectors.	Number of partnerships with training organisations and for which positions	HR Manager / Throughout the duration of the project

-Promote gender balance regardless of the type of employment: full time and part time.

Measures/Actions	Indicator	Responsible and deadline
Actions especially aimed at the under-represented sex will be carried out on a full-time basis when there are selection processes or vacancies for full-time positions.	Number and type of actions that we have implemented	HR Manager / Annually during the whole duration of the plan
Collect sex-disaggregated statistics on the number of staff moving from part-time to full-time contracts	Report the number of persons disaggregated by sex moving from a part-time to a full-time contract.	HR Manager / Annually during the term of the plan
Maintain conditions for promotion, work-life balance, pay and social benefits, ensuring equal opportunities for part-time and full-time contracts.	Information passed on to management	HR Manager / Throughout the life of the plan

▪ **PROMOTION:**

-Encourage the presence of equality criteria in all processes related to the promotion area.

Measures/Actions	Indicator	Responsible and deadline
Maintain a balanced presence (60%-40%) of men and women in management positions, with the objective of reaching parity (50%-50%).	Number of men and women in management positions=50% men and 50% women.	HR Manager / During the life of the plan
Strengthen our development communication processes, reporting on all vacancies	Number of annual promotions of men and women. Number of communications made	HR & Marketing Manager / During the life of the plan
Maintain a section in the performance interview where the co-worker can express his/her wishes for promotion/development.	Section included	HR Manager / During the life of the plan

▪ **TRAINING:**

-Raise awareness and provide training in equal opportunities for the workforce in general, especially for staff involved in the organisation of the company, in order to guarantee equality between men and women and objectivity in all processes.

Measures/Actions	Indicator	Responsible and deadline
Maintain a section in the performance evaluation interview to include aspects such as: training needs, accessibility to actions, assessment of training for professional career development, etc.	Section included	HR Manager / During the life of the plan
Provide retraining for people returning to work after maternity/paternity leave or leave of absence	% of men and women trained	HR Manager / 2 years from the signature of the plan
Include a clause in the contracts made with external training companies, requesting the revision from a gender perspective of the contents and materials used in the training courses so that they do not contain stereotypes or gender connotations.	Clause included	HR Manager / 2 years from the signing of the plan

▪ **TRAINING:**

-Facilitate the access of women and men to training specialities that contribute to their professional development in the company in a balanced way.

Measures/Actions	Indicator	Responsible and deadline
Ensure that information about training offers reaches all staff in the company, as well as the fact that they are during the working day.	Communication of the training plan for the year	Head of Training, HR and Marketing / During the duration of the plan
Deliver the training to the staff during working hours, as long as the logistical conditions allow for it	Corresponding training courses	Head of HR, Training / For the duration of the plan
Maintain open access to all in-store training and ensure that training that is agreed between management and co-worker in the course of the performance interview is delivered.	% of men and women receiving information	HR Manager, Training / During the life of the plan

▪ **REMUNERATION:**

-Monitor the implementation of the pay policy to ensure equal pay for work of equal value.

Measures/Actions	Indicator	Responsible and deadline
Non-discrimination in cases of maternity, paternity or risk due to pregnancy will be guaranteed in relation to salary.	No wage discrimination for maternity, paternity or pregnancy risk.	HR Manager, Management / During the life of the plan
Conduct a Pay Gap study	Study carried out	HR Manager / 2 years from the signing of the plan
Periodically inform management of the average remuneration of women and men by hierarchical level. If inequalities are detected, the implementation of a plan containing corrective measures with a deadline for implementation will be assessed.	Report submitted annually on the analysis of the salary structure.	HR Manager / During the life of the plan

▪ **RECONCILIATION OF WORK AND FAMILY LIFE:**

-Facilitating the exercise of reconciliation rights

Measures/Actions	Indicator	Responsible and deadline
Disseminate through the company's usual communication channels the different existing leaves, rights and work-life balance measures in accordance with the legislation in force.	Number and communication channels used and number of men and women requesting and accessing such a right.	HR, Marketing, Management / During the life of the plan
Detect any aspects that could be limiting in terms of requests for and take-up of leave related to reconciliation of family life.	No. of applications received/ granted	HR Manager, Management / During the life of the plan
Guarantee that people who take any of the rights related to the reconciliation of work and family life (leave, reduced working hours, etc.) are not hindered in the development of their professional career or their possibilities of promotion.	No. of people with work-life balance rights in relation to the number of people promoted and by gender.	Head of HR, Management / During the whole duration of the plan

-Improving reconciliation measures and promoting co-responsibility

Measures/Actions	Indicator	Responsible and deadline
Use of new information technologies (videoconferencing, multiconferencing...) whenever possible to avoid continuous travel or trips.	Number of hours of videoconferencing	Heads of department / Annually for the duration of the plan
Carry out information and awareness-raising campaigns specifically aimed at men on co-responsibility and balanced distribution of tasks.	Campaigns carried out	Head of HR, Marketing, Management / For the duration of the plan
Holidays may be combined with paternity leave.	Number of employees taking up this entitlement	HR Manager, Management / For the duration of the plan

▪ **UNDER-REPRESENTATION OF WOMEN:**

-Progress in the balanced presence of men and women in the management board.

Measures/Actions	Indicator	Responsible and deadline
Review all level names to comply with the use of "gender-neutral" language, including the feminine form.	Revised level names	HR Manager, Management / During the life of the plan
Ensure equal treatment and equal opportunities in internal promotion processes	Number of opportunities segmented by gender	HR Manager, Management / During the life of the plan

▪ **PREVENTION OF SEXUAL AND GENDER-BASED HARASSMENT:**

-To guarantee the fundamental rights of the staff of **SomVital**, eradicating and sanctioning behaviours that can be qualified as sexual harassment in the workplace.

Measures/Actions	Indicator	Responsible and deadline
To promote the action protocol for the prevention of sexual harassment, harassment based on sex or sexual orientation at work through information and training campaigns aimed at SomVital staff, with special attention to management and middle management.	Action protocol for the prevention of sexual harassment, harassment based on sex or orientation at work.	Heads of department, Management / During the life of the plan

▪ **PROTECTION OF VICTIMS OF GENDER-BASED VIOLENCE:**

-Implement and facilitate protection measures in cases of gender-based violence.

Measures/Actions	Indicator	Responsible and deadline
The company will provide victims with advice on where to go for legal and psychological support, as well as on their employment rights.	Counselling	HR Manager and Management / During the life of the plan
Facilitating victims to adapt their working hours or change their shifts	Change of working day or shift	HR Manager and Management / During the duration of the plan
Inform management of the number of cases of victims of gender violence that have been treated, observing due confidentiality in the information provided.	Number of cases of victims of gender-based violence	HR and Management / During the life of the plan

▪ **COMMUNICATION:**

-Ensure that internal communication promotes an equal image of men and women.

Measures/Actions	Indicator	Responsible and deadline
Review and correct if necessary the language and images used in internal communications: rrs, web, posters...with the aim of using a non-sexist and inclusive language.	Number of media reviewed. Modifications made	Marketing Manager / During the life of the plan
Train the staff in charge of the company's media on equal opportunities and non-sexist use of inclusive language and images.	Number of people trained out of the total number of people in charge of communication	HR Manager, Training / Within 2 years of signature
Carry out specific actions on 8 March (Women's Day) and 25 November (Day for the Elimination of Violence against Women) with the involvement of the workforce.	Actions carried out	Marketing Manager / During the life of the plan

-Establish information channels on equal opportunities in the company.

Measures/Actions	Indicator	Responsible and deadline
Maintain the dissemination and publicity of SomVital's commitment to equal opportunities in our communication channels.	Number of messages dedicated to equality in the different communication channels.	Marketing Manager / During the life of the plan
Facilitate communication so that the staff can make suggestions and proposals for improvement to the person designated by the company.	Number of suggestions and opinions passed on to the person responsible and suggestions accepted.	Human Resources Manager / During the life of the plan
Dissemination of messages on equal opportunities in the different media, thus promoting information and awareness among the workforce.	Number of messages dedicated to equality in the different channels of communication	Head of HR, Marketing, Management / During the life of the plan

-Ensure that media and content are accessible and known to all workers.

Measures/Actions	Indicator	Responsible and deadline
Inform staff about existing means of communication, their location and use.	Employees informed and through what media	Marketing Manager / For the duration of the plan
Facilitate access to these means of communication	Media accessible to workers	Marketing Manager / For the duration of the plan

MONITORING AND EVALUATION:

The main objective should be to ensure compliance with the content of the Equality Plan:

- The internal person responsible for the Equality Plan will be determined by Management.
- An internal audit shall be carried out at least once a year, coinciding with the end of each financial year.
- The reports of the internal audits will be sent to Management.

The Equality Plan will include a map of indicators that will serve as a support tool for internal audits and monitoring.