

Gender equality plan

Our pledge

The Management of the Avanza Division in the Basque Country states its pledge to establish and develop policies including real and effective equality between women and men, without discrimination, and to promote and foster measures to achieve true equality within our organisation. This is a strategic principle of our management.

We take up the principle of equality between women and men as a strategic principle of our organisation in each and every area of our activity, both at internal level and in the services we provide to the general public, undertaking to:

- Guarantee equal treatment and opportunities to the women and men who work for the Company, ensuring equal access to vacancies, training, promotion and professional development, wages, participation and working conditions.
- Enable the work-life balance of the people on its staff, advocating co-responsibility.
- Achieve an effective, safe and respectful working environment, establishing prevention measures and taking efficient action in the event of any behaviour constituting sexual or gender-based violence, which will not be allowed or tolerated in our Organisation.
- Raise awareness among and train our personnel on equality between women and men and include the principle of equality in all training activities.
- Make non-sexist use of language and images in all communications, both internal and external.
- Set an example as a dynamic organisation on equality in our social environment, promoting actions that help to generate social changes in this respect.
- Assign the necessary human and material resources for effective introduction of the actions contained in the Equality Plan.

The Management personally assumes leadership in translating these principles into action plans, and will also encourage and foster the participation of all people on its staff in this Company strategy.

Juan Santiago Hernández
Basque Country Division Director

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