



LORTEK

MEMBER OF BASQUE RESEARCH
& TECHNOLOGY ALLIANCE

LORTEK S.COOP. COMMITMENT TO EQUALITY BETWEEN WOMEN AND MEN

At **LORTEK S.COOP.** we have made an explicit commitment to equality between women and men with our first Equality plan (2020-2023), following the guidelines set out in the legislation: Organic Law 3/2007, for the effective equality of women and men, and Law 4/2005, for the equality of women and men in the Basque Autonomous Community.

In this way, we contribute to the (2020-2025) Gender Equality Strategy set by the European Commission and to the United Nations Sustainable Development Goals. Likewise, we have taken into account the provisions of the VII Plan for the equality of women and men in the Basque Autonomous Community: Emakunde-Basque Women's Institute.

To this end, we share our commitment both from the Management and from the rest of the Organisation in the following axes:

- Leadership and Strategies for Equality.
- Equality in People Management.
- Responsibility and Impact on Society.

Lines of action in which projects and actions are implemented in the following areas:

- Assurance of dedicated resources.
- Collection and monitoring of data disaggregated by sex and gender. And generation of annual reports based on these indicators.
- Awareness-raising and training on gender equality.
- Specific objectives and measures: scheduled and led by specific managers and working groups depending on the focus or areas.
- Reconciliation and co-responsibility.
- People management (actively ensuring equality criteria), and attracting talent.
- Equal pay, promotion (career progression) and balance of women and men in positions of responsibility and decision-making.
- Measures to prevent sexual harassment and gender-based harassment.
- Integration of the gender dimension in research and teaching content.

We face the implementation of this Equality plan (2020-2023) in LORTEK S.COOP. with a firm commitment to strengthen an egalitarian internal structure, as well as in parallel, to be a driving force in the field of equality also towards the outside, contributing to move forward towards a society in which equality is real and effective.

In Ordizia, on 8 october 2021

Signed
Jaione Ganzarain Epelde