

GENDER EQUALITY PLAN (2024-2029)

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1. Introduction

Purpose of the Plan:

The present Gender and Equality Plan (GEP) aims to establish the foundations for an inclusive and equitable working environment at FACTUAL CONSULTING SL. We are committed to ensuring equal opportunities for all employees, regardless of their gender, ethnicity, sexual orientation, age, disability, or any other condition. In a dynamic sector such as mobility, we believe that diversity is a key driver of innovation, enabling us to address challenges with diverse and creative perspectives.

Plan Objectives:

FACTUAL's GEP has five tangible goals:

1. Promote gender equality at all levels of the organization.
2. Ensure diversity in recruitment and promotion processes.

3. Foster an inclusive work environment where all individual differences are respected and valued.
4. Address any potential gender pay gap.
5. Raise awareness among all staff about the importance of diversity and equality.

2. Initial Diagnosis

Analysis of the Current Situation:

We have conducted an internal diagnosis to understand the current state of equality and diversity within FACTUAL. Key findings include the analysis and monitoring of the following aspects:

- **Gender Distribution:** At the initial stage (October 2024), women represent 42% of the total staff and 16% in leadership roles.
- **Ethnic and Cultural Diversity:** There is no representation of people from minority ethnic groups. However, there is a broad and diverse cultural representation (European, South American)
- **Gender Pay Gap:** No gender pay gap has been identified in similar positions.
- **Representation in Technical Roles:** Women represent 53% of technical roles, such as engineers, communication, and administration & finance.

Identification of Areas for Improvement:

- Increase female representation in leadership roles.
- Avoid any potential ethnic diversity bias in the recruitment process.
- If present, reduce and eliminate the gender pay gap.
- Continue to foster and further enhance a multi-cultural and inclusive and bias-free work environment.

3. Strategies and Actions

Inclusive Hiring:

- **Review of Job Descriptions:** Review all job descriptions to ensure they use inclusive language that does not deter candidates of any gender or minority group.
- **Diversification of Recruitment Sources:** Collaborate with organizations and platforms that promote diversity to expand the candidate pool.
- **Hiring Targets:** Have the sensitivity and willingness to increase female representation in key roles and from minority groups.

Professional Development and Training:

- **Mentoring Programs:** Implement mentoring programs for all staff (and especially for women and people from ethnic minorities when applicable) to support their professional development.
- **Diversity and Unconscious Bias Training:** Organize presentational training and outreach activities for all staff on gender equality, diversity, and how to mitigate unconscious biases.

- Leadership Opportunities: Promote actions of leadership development programs targeted at women and underrepresented groups to prepare them for executive roles.

Equal Pay Policies:

- Regular Salary Assessment: Conduct annual salary reviews to identify and correct any disparities in pay between men and women in equivalent roles.

Inclusive Culture:

- Zero Tolerance Policy: Implement and communicate a zero-tolerance policy against any form of discrimination or harassment.
- Creation of the email address: equality@factual-consulting.com, which will be handled confidentially by a person designated by the Management, specifically for issues related to equality and to avoid gender-based violence including sexual harassment.

Flexibility and Work-Life Balance:

- Flexible Work Policies: Flexible work arrangements are offered, such as a hybrid schedule (3 days of remote work per week, extendable depending on individual cases), flexible hours, and continuous workdays on Fridays as well as during July and August, to facilitate the balance between work and personal life.
- Equal Parental Leave: Ensure that all employees, regardless of gender, have access to equitable paid parental leave, promoting shared family responsibilities.
- With the aim of promoting work-life balance, as a complement to the hybrid remote work system, FACTUAL provides an extra monthly pay of €55 to each employee.
- FACTUAL promotes sustainable mobility and facilitates access to its offices in a more efficient, sustainable, and economical way (in terms of saving time and money). For this reason, it is located next to a railway station.

4. Monitoring and Evaluation

Tracking Indicators:

- Proportion of Women in Leadership Roles: Measure the percentage of women in leadership positions annually.
- Diversity in Hiring: Assess the proportion of minority group members hired in each recruitment cycle.
- Reduction of the Gender Pay Gap: Monitor the gender pay gap, if any, with annual reviews.
- Participation in Training Programs: Measure employee participation in diversity workshops, aiming for 100% participation within the next two years.

Periodic Review of the Plan:

- Annual Reviews: Review of the plan's objectives and progress annually, proposing adjustments and new initiatives as necessary.

5. Communication and Awareness

Transparency:

- Regular Updates: Communicate the progress of the plan at least annually.
- Staff Involvement: Encourage all employees to participate in the development and continuous improvement of the plan, welcoming their suggestions and feedback.
- Publication of the GEP in FACTUAL's website.

Awareness Campaigns:

- Thematic Days: Promote specific events to raise awareness on diversity topics, such as Women's Day, Mobility Week, etc.

6. Senior Management Commitment

Statement of Commitment:

The Board of FACTUAL CONSULTING SL fully supports this Gender and Equality Plan, committing to its effective implementation and to allocating the necessary resources to ensure its success. We recognize that a diverse and inclusive work environment is essential for fostering innovation and the sustainable growth of our company.

7. Conclusion

Future Vision:

By implementing this Gender Equality Plan, we hope not only to improve working conditions and opportunities for all our employees but also strengthen our capacity to innovate in the mobility sector. An inclusive and equitable environment will enable us to attract and retain the best talent, reflecting the diversity of the communities we serve and addressing future challenges with creative and diverse solutions.

Signature and Approval

Date and Signature:

This plan was approved in Sant Cugat del Vallès on October 11, 2024 by Josep Laborda Luque as CEO of FACTUAL CONSULTING SL:

JOSEP LABORDA LUQUE
CEO – FACTUAL CONSULTING, SL