



# EQUALITY PLAN MERCADONA

2022 - 2023

# INTRODUCTION

We have had an Equality Plan in place at Mercadona since 2009. In December 2021, we signed (company and employees' trade unions - U.G.T. and CC.OO. ) our 4th edition.

This two-year Plan has been registered and entered in the *Register and Depository for Collective Bargaining Agreements, Collective Labour Agreements and Equality Plans* under code 90112452112022.

**THIS DOCUMENT CONTAINS THE MOST IMPORTANT INFORMATION ABOUT THE PLAN, PARTICULARLY STRESSING THE COMPANY COMMITMENT TO IT, AS WELL AS ITS LINES OF ACTION, OBJECTIVES AND MEASURES.**



# OUR COMMITMENT



# OUR COMMITMENT

**This Equality Plan stems from the Company Management commitment to develop LABOUR RELATIONS BASED ON EQUALITY, JOB QUALITY AND RESPECT FOR DIVERSITY.**

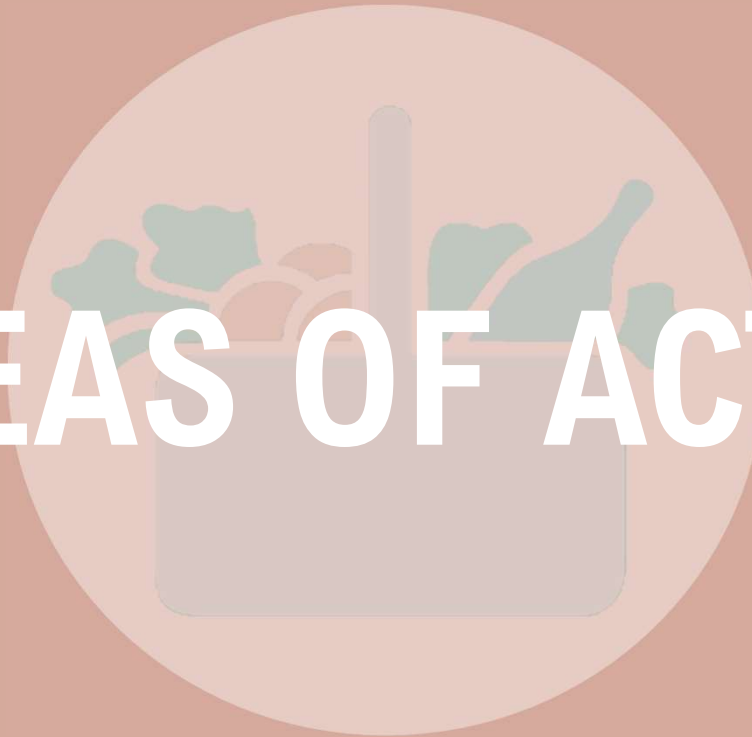
Company Management, together with employees' trade unions' representatives (U.G.T. and CC.OO.) negotiated this Equality Plan both from a legal and commitment perspective. Accordingly, the joint involvement of Management and staff will serve as an effective instrument to foster a good work environment and improve the quality of life of all staff members.

The signatories wish to embody their commitment to the principle of equal treatment and opportunities in all areas and to all effects and purposes, and

reject discrimination on the grounds of gender, sexual orientation, marital status, disability, age, race, political and religious beliefs, trade union membership or of any other kind. Consequently, they are committed to fostering a work environment that respects diversity throughout the company.

**The Equality Plan is integral to the MERCADONA CULTURE AND VALUES AND IS CONSIDERED TO BE A FUNDAMENTAL PRINCIPLE IN HUMAN RESOURCES MANAGEMENT.**

# AREAS OF ACTION



# AREAS OF ACTION

## We have 10 big AREAS OF ACTION

In each area objectives are developed and measures implemented to contribute to promoting gender equality.



ACCESS TO THE  
COMPANY



RECRUITMENT



PROMOTION



TRAINING



REMUNERATION



WORK-LIFE  
BALANCE



WORKPLACE  
HEALTH



GENDER-BASED  
VIOLENCE



AWARENESS  
COMMUNICATION



PARTICIPATION

# OBJECTIVES AND MEASURES

A faint, light-colored illustration is centered behind the text. It depicts a globe with a laptop computer and a bar chart overlaid on it, suggesting a focus on global data, technology, and business objectives.

# GENERAL OBJECTIVES

The Equality Plan  
pursues  
**4 GENERAL  
OBJECTIVES**

These are further translated into specific objectives associated with measures to achieve them.

Progress towards **equal treatment and opportunities** in the company for men and women alike

Continue integrating **gender perspective** into company management

Guarantee **rights to strike a balance** between work and personal/family life for staff and **encourage co-responsibility** amongst men and women

Guarantee **equal pay**



# MEASURES 2022 - 2023

OBJECTIVES	MEASURES
<b>AREA OF ACTION: ACCESS TO THE COMPANY</b>	
<b>Practice and show equal treatment when recruiting for the Company, taking measures to prevent and avoid possible cases of horizontal and vertical segregation</b>	Carry out objective tests in recruitment processes; different tests will continue to be reviewed to assess possible changes that may prove discriminatory
	Staff will be diversified at new centres from the outset, always recruiting staff of both sexes in balanced proportions for the different positions, whenever so permitted by the applicant candidate spread, under equality of conditions and skills
	Encourage the carrying out of tasks by both men and women with respect to those that were traditionally assigned to members of one sex or the other. As long as the candidate meets the suitable requirements for the role, HR will offer different positions considered to be stereotyped with a view to achieving an exchange of tasks traditionally assigned to one or other member of the opposite sex

# MEASURES 2022 - 2023

OBJECTIVES	MEASURES
<b>AREA OF ACTION: ACCESS TO THE COMPANY</b>	
<b>Continue using job application and offer forms with a non-sexist language and images to avoid them explicitly targeting a particular gender</b>	Periodically review existing communication practices (website, notice board, calls in the media, etc.) to make sure that the information reaches men and women alike
<b>Monitoring the criteria used in recruitment interviews</b>	Review the profiles and criteria needed for jobs, analysing them from the gender perspective to prevent possible cases of discrimination
<b>Get balanced representation of women and men in the different professional groups and in the company management structure</b>	A positive measure must be established in external recruitment processes for positions of responsibility whereby, under equality of conditions and skills, the successful candidate chosen will be the one whose sex is less represented in the positions in question
	Report to the Plan Monitoring Committee on the composition of the staff according to professional group and gender

# MEASURES 2022 - 2023

OBJECTIVES	MEASURES
<b>AREA OF ACTION: ACCESS TO THE COMPANY</b>	
<b>Monitoring women recruitment processes for positions where they are under-represented</b>	Report to the Plan Monitoring Committee on the different recruitment processes undertaken, with data broken down by gender, indicating any obstacles encountered when searching for people of a particular gender for jobs where that gender is under-represented
	Continue with the collaborations and agreements with professional training centres and town councils in those areas where new centres are to be opened to insert women in those professions where they are under-represented in the company
<b>AREA OF ACTION: RECRUITMENT</b>	
<b>Promote a balanced representation of women and men in the different professional groups in company recruitment processes</b>	Employees on part-time contracts can be changed to full-time contracts when vacancies arise or new positions are created
<b>Make it possible to change from a part-time contract to a full-time one</b>	

# MEASURES 2022 - 2023

OBJECTIVES	MEASURES
<b>AREA OF ACTION: TRAINING</b>	
<p><b>Continue training in equal opportunities, particularly for personnel working in company organisation, HR, management and executive positions to ensure objectivity and non-discrimination in recruitment, classification, promotion, access to training, etc.</b></p>	<p>Monitor the Annual Training Plan from the gender perspective to avoid gender-based discrimination</p>
	<p>Continue specific training in gender equality for HR Department personnel who are in charge of recruitment, remuneration, training policies, etc.</p>
<b>AREA OF ACTION: REMUNERATION</b>	
<p><b>Ensure the implementation of the remuneration policy to guarantee wage equality for jobs with the same value</b></p>	<p>Monitor equal payment</p>
<p><b>Ensure there is no discrimination in terms of remuneration (fixed and variable) with respect to maternity/paternity leave, breast feeding or pregnancy-related risks</b></p>	<p>Report to the Plan Monitoring Committee on progress in equal payment</p>

# MEASURES 2022 - 2023

OBJECTIVES	MEASURES
<b>AREA OF ACTION: WORK-LIFE BALANCE</b>	
<b>Ensure the exercise of work-life balance rights by informing of these and making them accessible to the entire staff</b>	Have the company fund an information leaflet on commonly used leaves/permits, life-work balance rights under Law 3/2007 and on those in place in the company that improve on legal provisions in these matters. Distribute the leaflet throughout the company
	Use company's internal communication channels (notice boards, information leaflets, etc.) to raise staff awareness on work-life balance rights
	Report to the Committee on the different leaves, contract suspensions and extended leaves of absence granted
<b>Improve the legal measures to facilitate staff work-life balance</b>	Guarantee the exercise of legal rights and the acknowledgement of rights negotiated with employees' legal representatives that enhance the law, which are established in Articles 13, 22, 24, 26 and 28 of the Company Collective Bargaining Agreement

# MEASURES 2022 - 2023

OBJECTIVES	MEASURES
<b>AREA OF ACTION: WORKPLACE HEALTH</b>	
<b>Monitoring of risk assessment from the gender perspective</b>	Report to the Monitoring Committee on the accident rate and sick leave broken down by gender
	As part of its powers, the Inter-centre Health and Safety Committee will monitor the periodic assessments of occupational risks to ensure current and future factors are evaluated that may condition the recruitment of women to fill certain positions
	Guarantee a healthy pregnancy and breast feeding by adapting working conditions under the monitoring of the company Medical Service
<b>Promote working conditions that avoid sexual harassment</b>	Guarantee the implementation of the existing protocol for reports of sexual harassment whenever it is reported, as well as ensuring the speedy and discreet response of the Investigation Committee
	Reach agreement with trade union representatives as regards the training to be given to shop stewards on the prevention, detection and treatment of sexual harassment cases

# MEASURES 2022 - 2023

OBJECTIVES	MEASURES
<b>AREA OF ACTION: GENDER-BASED VIOLENCE</b>	
<b>Enhance the legally established rights for women who are the victims of gender violence and thereby further contribute to their protection</b>	<p>Establish collaboration agreements with town councils and specialist associations, etc., to hire women victims of gender violence</p> <p>Inform the staff through internal communication channels on the legally recognised rights of women as victims of gender violence</p> <p>Activate the gender violence protocol as quickly as possible, guaranteeing the right of transfer to a centre or place for women victims and other rights to which they are entitled:</p> <ul style="list-style-type: none"><li>– Reduction and re-arranging of their working hours, geographical mobility, transfer to another work centre, suspension of the working relationship while preserving the person's job and cancelling the work contract, in which case the person will be considered to be legally unemployed.</li><li>– Leave of absence of up to 18 months for victims of gender violence, preserving the person's job; after this initial period has elapsed and, as long as judicially accredited cause persists, this leave of absence period can be extended up to a maximum of 36 months.</li><li>– Psychological aid for women victims that ask for it (the Medical Service has external psychologists to provide support to those people who require it).</li></ul>

# MEASURES 2022 - 2023

OBJECTIVES	MEASURES
<b>AREA OF ACTION: AWARENESS AND COMMUNICATION</b>	
<b>Review and, where appropriate, correct the language and images used in both internal and external communications to eliminate sexism</b>	<p>Continue reviewing, and, where appropriate, correct the language and images used in both internal and external communications to avoid any sexist content</p> <p>Continue training personnel in charge of corporate media (website, press relations, etc.) in equality matters and in the use of non-sexist language</p>
<b>Establish permanent information channels on the integration of equal opportunities in the company</b>	Permanently raise staff awareness regarding equality and co-responsibility, informing of work-life balance measures
<b>AREA OF ACTION: PARTICIPATION</b>	
<b>Promote the participation of women on different collective agreement committees and on the Equality Plan committee</b>	Maintain the company and trade unions' commitment to incorporating women onto collective agreement committees and onto the Committee that monitors this Plan