

FCC INDUSTRIAL, has had an **EQUALITY PLAN** since 2012 that constitutes an ordered set of measures that allows the development of the objectives of equal treatment and opportunities between women and men and eliminates any hint of discrimination based on sex, promoting the defense and effective application of the principle of equality between women and men, guaranteeing in the workplace the same income opportunities and professional development at all levels.

The main objectives of the equality plan are:

- * Reinforce the commitment of sustainability assumed by FCC INDUSTRIAL, to improve the quality of life of workers and their families, as well as to promote the principle of equal opportunities.
- * Improve the balanced distribution of gender in the scope of the plan, mainly in those professional groups in which women are less represented.
- * Promote and improve the possibilities of women's access to positions of responsibility, helping to reduce inequalities and imbalances that, although of historical, cultural, social or family origin, could occur within the company.
- * Encourage the reconciliation of work and family life of workers and ensure the non-discrimination of people who are enjoying rights of conciliation in the company.
- * Prevent situations of labor and sexual harassment, through an action protocol for these cases.
- * Guarantee the protection of women workers who are victims of gender violence.
- * Guarantee equal treatment and valuation in the application of the remuneration system aimed at rewarding achievement, without discrimination based on sex, respecting criteria of objectivity and equity.



Likewise, since 2014, it has had the **DISTINCTIVE OF EQUALITY** granted by the Ministry of Health, Social Services and Equality, which recognizes FCC INDUSTRIAL E INFRAESTRUCTURAS ENERGÉTICAS, S.A.U as an excellent company in the promotion of equal opportunities.



Approved by:



Miguel Ángel Mayor Gamo
General Manager FCC Industrial I.E