

- Equality plan -

1. Introduction

The Equality Plan of GIFT CAMPAIGN, S.L., with CIF B66221490 and registered office at C/ Pallars 99 - 2nd floor - offices 24 and 27, BARCELONA, is in compliance with current legislation, particularly with the Spanish Organic Law 3/2007, of March 22, for the Effective Equality of Women and Men, and Spanish Royal Decree-Law 6/2019, of March 1, on urgent measures to ensure equal treatment and opportunities between women and men in employment and occupation.

According to Article 46 of Spanish Organic Law 3/2007, of March 22, for the Effective Equality of Women and Men, equality plans in companies are a set of organized measures adopted after conducting a situation diagnosis, aimed at achieving equal treatment and opportunities between women and men in the company and eliminating discrimination based on gender.

Equality plans shall set specific equality objectives to be achieved, the strategies and practices to be adopted to reach these goals, as well as the establishment of effective systems for monitoring and evaluating the set objectives.

To achieve the established objectives, equality plans may address, among other topics, issues such as female underrepresentation, access to employment: selection and recruitment, professional classification, career advancement and training, wages, the responsible exercise of the rights to reconcile personal, family, and work life, working conditions/time organization to promote, in terms of equality between women and men, and prevention of sexual harassment and gender-based harassment.

As stated in Article 3 of Spanish Organic Law 3/2007, the principle of equal treatment between women and men means the absence of any direct or indirect discrimination based on sex, particularly those arising from maternity, the assumption of family obligations, and marital status.

With this Equality Plan, it is expected to continue integrating the principle of equal opportunities and treatment in the management of people at GIFT CAMPAIGN, S.L., and thereby continue improving the work environment, labor relations, employee satisfaction, quality of life, and occupational health.

2. Proposal of measures by area

2.1. Measures in the Organizational Area

Objective: To materialize the commitment to equality in the business strategy.

- 1.1. Verify the existence of the monitoring and evaluation committee and its operation.
- 1.2. Verify the accredited training in the area of equal opportunities for the members of the Committee.
- 1.3. Appointment of an Equality Agent.
- 1.4. Preparation of the monitoring and evaluation reports for the Equality Plan.
- 1.5. Establish an annual budget for the Equality area of the company to comply with the Equality Plan.

2.2. Measures in the Selection and Recruitment Area

Objective: To ensure equal treatment and opportunities to contribute to a balanced workforce composition.

- 2.1. Review and communicate the Selection and Recruitment Protocol to the entire organization.
- 2.2. Review job offer templates to ensure that the language used is inclusive and non-sexist, respecting the principles of equality and ensuring there are no elements of direct or indirect discrimination.
- 2.3. Prioritize hiring individuals of the underrepresented sex in each center/department.
- 2.4. Train, raise awareness, and guide all individuals, especially those involved in selection processes, on the principles of equal opportunities.

2.3. Professional Classification

Objective: To achieve a balanced presence of women and men at all levels of the company.

- 3.1. Establish indicators of the presence/representation of women and men by professional category.
- 3.2. Review the professional classification system.⁷

2.4. Training

Objective: To facilitate access for both women and men to training specializations that contribute to their professional development in the company in a balanced way, without elements of direct or indirect discrimination.

Incorporate the principle of equality and the gender perspective into the Training Policy to contribute to creating a work environment and culture that respects gender diversity, among others.

- 4.1. Awareness-raising training on equality for all employees.
- 4.2. Training actions on sexual and/or gender-based harassment for all employees.
- 4.3. Training actions on gender-based violence for all employees.
- 4.4. Establish a system to ensure that information about training opportunities reaches all company staff and that these take place during working hours.
- 4.5. Training for women for professional development that facilitates access to positions of responsibility.

2.5. Professional Promotion

Objective: To encourage the presence of women in positions of responsibility and decision-making.

- 5.1. Establish as a general principle in promotion processes that, in equivalent conditions of aptitude, competence, and suitability, individuals of the underrepresented sex will have preference.

2.6. Remuneration and Pay Audit

Objective: To establish the implementation of the remuneration policy to ensure it does not create inequalities between women and men.

- 6.1. Carry out a remuneration register according to the professional groups resulting from the pay audit.
- 6.2. Review the remuneration policy using objective and neutral criteria.
- 6.3. Mid-life review of the plan for job descriptions together with the social partners.
- 6.4. Mid-life review of the plan for job evaluations together with the social partners.

2.7. Exercise of the Rights to Reconcile Personal, Family, and Work Life

Objective: To review and redesign a reconciliation policy to facilitate and promote the reconciliation of personal, family, and work life.

- 7.1. Develop and disseminate the measures for the Reconciliation of Personal, Family, and Work Life to all employees.
- 7.2. Establish a system of indicators for monitoring access and use of reconciliation measures
- 7.3. Develop internal campaigns for shared responsibility

2.8. Occupational Health

Objective: To review the occupational risk prevention policy and risk assessment, incorporating the gender perspective.

8.1. Conduct a risk assessment, including occupational and psychosocial risks, with a gender perspective.

2.9. Prevention of Sexual Harassment and/or Gender-Based Harassment

Objective: To establish a prevention procedure and channels for addressing sexual harassment/gender-based harassment situations.

9.1. Review and communicate the sexual harassment and/or gender-based harassment protocol to all employees.

9.2. Conduct an information and prevention campaign on sexual harassment and gender-based harassment for all employees.

9.3. Promote awareness of a specific reporting channel.

2.10. Protection of Victims of Gender-Based Violence

Objective: To disseminate the legally established rights and those approved by the company for women victims of gender-based violence, contributing to their protection.

To contribute to the labor integration of women victims of gender-based violence within the company's CSR framework.

10.1. Develop a protocol of action and a catalog of rights and measures for women in situations of gender-based violence and ensure its dissemination.

2.11. Use of Inclusive Language

Objective: To contribute to the generation of a non-sexist use of inclusive language within the corporate culture.

11.1. Review the company's formal communications to promote the normalization of non-sexist language.

11.2. Conduct awareness campaigns for March 8 (International Women's Day) and November 25 (International Day for the Elimination of Violence Against Women).

2.12. Communication of the Equality Plan

Objective: To disseminate all the commitments and actions undertaken within the framework of this Equality Plan to all employees.

12.1. Disseminate the Equality Policy and the Equality Plan.

12.2. Establish an information channel for actions being developed under the Equality Plan.

2.13. Monitoring of the Equality Plan

Objective: To contribute to strengthening the monitoring of key procedures to ensure the fulfillment of the equality objectives set in this plan.

13.1. Periodic meetings of the Monitoring Committee.

13.2. Mid-life audit of the plan, focusing on monitoring implementation and compliance with regulations.

In Barcelona, on February 1st, 2025


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