

## **Declaration on inclusion, diversity and equality between men and women**

### **Preamble**

Schreiber's Management, together with the EFFAT (European Federation of Food, Agriculture and Tourism Trade Unions) and the European Works Council, express their intention to:

Implement the right to equal treatment and opportunities by developing measures and policies to achieve real and effective equality between men and women.

- Eliminate, where necessary, any direct or indirect discrimination on grounds of racial or ethnic, origin, religion or political beliefs, sexual orientation, trade union membership or any other personal or social condition or circumstance.

This declaration of intent is made proactively against inequalities, discrimination and in situations where there may be a lack of parity between people different areas of the company, such as promotion, training, working conditions, social benefits, co-responsibility in work, personal and family life, work time, wage policy and opportunities for workers, among other areas of action of the company.

### **Objectives**

The main objectives of this declaration are the following:

- The defence and effective application of the principle of equality between human beings, regardless of gender or sexual orientation, in order to guarantee, in the workplace, the same income opportunities, the same salary levels at the same level of professional classification and the same opportunities for professional development at all levels.
- To achieve a balanced representation of women in the professional sphere.
- To eliminate any gender-based discrimination.
- To eliminate and avoid any situation of sexual harassment and harassment based on sex or sexual orientation, moral harassment and gender violence.
- To promote human rights and the equality and inclusion of lesbian, gay, bisexual, transsexual, transgender and intersex people (LGBTI).
- To achieve the extension of the rights of co-responsibility in personal, family and working life by updating them within the framework of the social dialogue with trade union organisations, taking into account the social reality on each floor.

### **Actions and initiatives**

With this declaration the signatory parties commit to take initiatives and actions aimed at:

- Promoting awareness and education of Schreiber partners on diversity, inclusion and equality issues. Training sessions at European and national level will be organised for this purpose.
- Implementing concrete measures to prevent any discrimination in the workplace related to gender, sexual orientation, racial or ethnic origin, religion or belief, political or ideological beliefs, trade union membership or any other personal or social condition or circumstance.
- Promoting respect for diversity and respect for LGBTI people.

- Implementing measures to facilitate the integration of persons with disabilities.
- Establishing mechanisms to communicate, investigate and resolve complaints and grievances related to any possible case of discrimination suffered at the workplace.
- Schreiber's Management is committed to promoting effective equality between women and men and diversity by defining the necessary objectives for this purpose.
- Schreiber's Management acknowledges the importance of promoting a better work-life balance for working people and undertakes to review and update, where necessary, the measures in the framework of the social dialogue with EFFAT and trade union organisations at national level.
- Schreiber's Management acknowledges that these values from a cross-cutting part of all company actions and commits to take them into account in any of the Company's Human Resources policies and, in particular, in those relating to selection, training, professional promotion, remuneration and the prevention of sexual and gender-based harassment.

These actions and initiatives, aimed at achieving the stated objectives, will be jointly defined at European level within the framework of the social dialogue between EFFAT, its member organisations and Schreiber's Management. In this process, the parties commit themselves to involve national actors (workers' representatives and local management). Schreiber's European Works Council will be an active part of this process and will be responsible for evaluating, on the occasion of plenary and select committee meetings, the implementation of the measures adopted and the progress made towards the stated objectives.

### **Conclusions**

This declaration shall apply to all Schreiber Group workplaces based in countries of the European Economic Area (EEA). This declaration may be modified by written agreement between the Parties.

Schreiber's Management will send this declaration, translated into all European languages of the Group, to all national employee representation structures.

EFFAT will ensure that this declaration is sent to all its affiliated trade union organisations represented in the Group. The Parties commit to monitor the implementation of this agreement annually during the EWC meeting.

The text of this declaration in Spanish shall take precedence.

Schreiber's Management

EFFAT

European Works Council