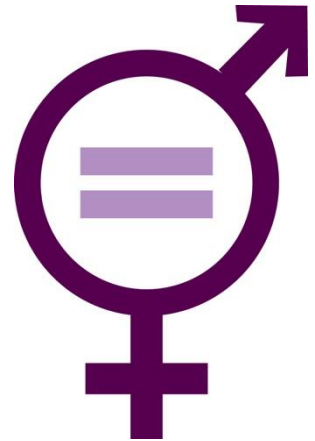


## EQUALITY PLAN

The equality plan is the set of measures that a business develops with the aim of achieving greater equal treatment and opportunities between women and men, and eliminating discrimination based on sex



Nowadays, all organizations are obliged by law to respect the principle of equal treatment and opportunities at work, and for this they must adopt the necessary measures to avoid labor discrimination between women and men.

### OBLIGATED BUSINESSES

According to Organic Law 3/2007, of March 22, and Royal Decree-Law 6/2019, the following businesses are obliged to comply:

- Businesses that employ over 50 workers.
- Those in which it is stipulated in their collective agreements.
- Those force by the Labor Authority in a sanctioning procedure.

### WHAT DOES THE EQUALITY PLAN INCLUDE?

Each equality plan must be personalized to the specific challenges of each business. However, they all contain improvement objectives and strategies for these areas:

- Selection and hiring processes.
- Professional classification.

- Training.
- Professional promotion.
- Working conditions, including the salary audit between women and men in accordance with the provisions of Royal Decree 902/2020.
- Co-responsible exercise of the rights of personal, family and work life.
- Underrepresentation of women.
- Remuneration.
- Prevention of sexual and gender-based harassment

In addition, the obligation regarding equal remuneration is established and the conditions and registration methodology detailed in Decree-Law 901/2020.

### BENEFITS OF EQUALITY PLANS

- Improved reputation.
- Access to grants, tenders and international clients.
- Decrease in work absenteeism.
- Improvement of the work environment.
- Increased talent retention and attraction.

- Increased innovation through a more diverse workforce.
- Greater adaptation to the market offer of products and services.
- Improved productivity and work by objectives.
- Closer relationship with the representation of workers and less labor conflict.

### PENALTIES FOR NON-COMPLIANCE

A business may be sanctioned for failing to comply with the obligation to have an Equality Plan or for not respecting the legal equality measures or those contained in said Plan. The applicable sanctions are diverse:

- Sanctions up to €187.515.
- Automatic loss of subsidies, bonuses, or benefits from the application of employment programs.
- Loss of competitive advantage.
- Impossibility of contracting with public sector entities, in case of breach of the obligation to have an Equality Plan.



*The equality plan is an opportunity for your business, it adds value by improving its reputation and existing labor relations.*



### OUR SERVICES

We have a multidisciplinary team of professionals specialized in equality plans who can help you comply with current regulations and improve labor relations with the following services:

- Preparation and implementation of tailor-made Equality Plans:
  - ✓ Diagnosis.
  - ✓ Elaboration and updating.
  - ✓ Action plan.
  - ✓ Internal and external communication.
  - ✓ Monitoring and evaluation.
- Design and implementation of Diversity Plans for Boards of Directors and Management Committees.
- Salary audits.
- Remuneration register.
- Specific plans such as the Prevention of Harassment, Work Conciliation and Work Promotion.
- Achievement of the Equality Badge, and other subsidies and related aids.

### ¿WHY UHY FAY & CO?

We are a firm of multidisciplinary professional services, with a high degree of specialization, with more than 35 years of experience offering integral services tailored to the needs of our clients.

Our Compliance team has extensive experience in adapting internal processes to comply with various standards, as well as in internal transformations and corporate development.

Clients like working with approachable and down-to-earth individuals who can offer innovative and practical solutions.

Thanks to UHY, our international network, we have access to over 300 offices in more than 100 countries, which allows us to advise our clients globally to the same high-quality standards effectively and successfully.

### EXPERT ADVISORY CALL US FOR FURTHER INFORMATION



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