



**CRISMACHEM**<sup>®</sup>  
we know how



## I GENDER EQUALITY PLAN CRISMACHEM S.L

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## 1. PRESENTATION OF THE COMPANY AND INTRODUCTION

At Crismachem we are convinced of the extraordinary potential that companies have to improve society in a lasting way through the higher purpose of each company. In our case, improving the lives of all of us by adding value to our customers, who in turn incorporate our technology into solutions or products that are finally found in people's daily lives. We use an approach to management that is consistent with our culture and is based on decentralization, empowerment and collaboration. We seek to satisfy the needs of all major stakeholders as ends in themselves.

We believe that society is calling for a change: it not only demands good products, but also requires that companies live up to them. That's why we redefine the meaning of business success, using the power of the business to generate a constructive effect that generates social, inclusive, and regenerative value, not just shareholder value. Entrepreneurship, transparency, trust, innovation, commitment, integrity, respect, excellence, knowledge, and experience define a new horizon in the manufacturing and distribution of Specialty Chemicals.

We connect our clients and suppliers by providing the most effective distribution channel, organizing sales and marketing operations in a professional manner, implementing our suppliers' strategies in the local market and adding value to our represented companies and our own products through a quality specialized technical advice that gives rise to our strapline "We know how".

We strive to provide a safe work environment where people want to work and generate returns for stakeholders, always with an integrated management approach where not only economic, but also social and environmental benefits prevail.

At Crismachem, we strongly believe in equality, ensuring that all the people who work here have the same opportunities. Among the most important milestones we have achieved, we would highlight that currently more than 40% of Crismachem's workforce is composed of women, who already hold 50% of the company's management positions.

This Equality Plan is cross-cutting, preventive, and based on dialogue as a principle and part of the objective of continuing to advance even more in equal opportunities between men and women.

Our goal with this plan is to continue creating a better day-to-day for the majority of people, to become an example for other companies and be agents of change. At Crismachem, we want to be a reference for society and raise awareness about the need to move forward in this direction.



Therefore, I invite you to carefully read the document and apply it with the intention of contributing to the common project of the company.

Alcalá de Henares, May 11<sup>th</sup>, 2023

Marcelo Montoro del Arco

Managing Director of Crismachem

## 2. LEGAL FRAMEWORK OF THE EQUALITY PLAN

The Equality Plan is one of the measures that emerged from the Organic Law 3/2007, of March 22, on Effective Equality between Women and Men, whose preamble begins with the proclamation of Article 14 of the Spanish Constitution, which enshrines the well-known right to equality of Spaniards before the law, without any discrimination on the grounds of sex, among others.

The principle of equality is a universal legal principle and a fundamental principle of the European Union, contained in numerous directives, and to which this Organic Law finally serves as transposition in order to protect the aforementioned principle and make it a living and effective reality in our legal system.

Although this principle has historical recognition, it has not been sufficient, and therefore, it is intended that this Law will enable a much more active policy in this regard and the implementation of positive measures that avoid, as far as possible, all kinds of discriminatory behavior in all areas: Public Administration and Private Enterprise.

The Equality Plan is one of the measures that are mandatory for companies with more than 250 employees, and it is a completely voluntary measure for companies with fewer than 250 employees.

With this purpose, and with the firm intention of complying with the Law and improving as much as possible the reality of our company regarding effective equality between men, women, and other genders, the I Equality Plan of Crismachem S.L is signed on April 24, 2023.

A duration of 6 years is set for this first Equality Plan, and it is established that it must be renewed after the first one is completed once the status of the established objectives has been reviewed.

Thus, as a voluntary measure, we extend the Spanish legal framework, which is one of the most advanced legislations in this field, to all of our overseas branches.

### 3. PRINCIPLES TAHT GOVERN THE EQUALITY PLAN

Our Equality Plan is an organized set of measures and actions that is governed by the following principles:

- Designed for all people who work at Crismachem, not exclusively for women.
- Gender mainstreaming is adopted as one of its guiding principles and a strategy to make equality effective among men, women, and other genders.
- Corrective and preventive in nature, seeking to eliminate future discrimination based on gender.
- It is dynamic and open to changes and new measures based on the needs we detect as a result of its monitoring.
- It is a commitment of the company that will make use of the necessary human and material resources for its implementation, monitoring, and evaluation.
- Participation and dialogue as a principle and tool for all parties.



### 4. DEFINITIONS

The present Plan contains a series of objectives, accompanied by measures, actions, and a follow-up plan, aimed at fulfilling legal provisions based on proposed improvement lines.

To ensure proper understanding and a common interpretation, the definitions contained in the Organic Law of Effective Equality between Women and Men of expressions that will be contained in this document are included here. Any other definition included in the Organic Law and not reproduced in this document will also apply, as well as those appearing in the rest of the legislation on the subject.

**Principle of Equality of Treatment between Women and Men.**

It implies the absence of all direct or indirect discrimination, based on sex, and especially those derived from maternity, assuming family obligations, and civil status.

**Equality of Treatment and Opportunities in Access to Employment, Training, and Professional Promotion, and in Working Conditions.**

The principle of equality of treatment and opportunities between women and men, applicable in the private employment and public employment fields, will be guaranteed in the terms provided for in the applicable regulations, in access to employment, including self-employed workers, in professional training, in professional promotion, in working conditions, including remuneration and dismissal, and in affiliation and participation in trade union and business organizations, or any organization whose members exercise a specific profession, including the benefits granted by them.

**Direct and Indirect Discrimination.**

Direct discrimination on the grounds of sex shall be considered to be the situation in which a person who is, has been, or could be treated, in relation to his or her sex, less favorably than another in a comparable situation.

Indirect discrimination on the grounds of sex shall be considered to be the situation in which an apparently neutral provision, criterion, or practice puts persons of one sex at a particular disadvantage compared with persons of the other, unless that provision, criterion, or practice can be objectively justified by a legitimate aim and the means of achieving that aim are necessary and appropriate. In any case, any order to discriminate, directly or indirectly, on the grounds of sex will be considered discriminatory.

**Sexual harassment and harassment based on sex. Art.7**

Harassment based on sex shall mean any behaviour, whether verbal, non-verbal or physical, carried out with the purpose or effect of violating the dignity of a person and of creating an intimidating, hostile, degrading, humiliating or offensive environment for them on grounds of sex. Sexual harassment and harassment based on sex shall be considered discriminatory in all cases. Conditioning a right or an expectation of a right to the acceptance of a situation that constitutes sexual harassment or harassment based on sex shall also be considered an act of discrimination on grounds of sex.

**Discrimination on grounds of pregnancy or maternity.**

Any unfavourable treatment of women related to pregnancy or maternity shall constitute direct discrimination on grounds of sex.

**Protection against retaliation.**

Any adverse treatment or negative effects that result from a person's presentation of a complaint, claim, report, demand or any other kind of appeal aimed at preventing their discrimination and demanding the effective implementation of the principle of equal treatment between men and women shall also be considered discrimination on grounds of sex.

**Legal consequences of discriminatory conduct.**

Acts and clauses of legal transactions that constitute or cause discrimination on grounds of sex shall be null and void and shall give rise to responsibilities through a system of real, effective and proportionate compensations for the harm suffered, as well as, where appropriate, through an effective and dissuasive system of sanctions that prevents discriminatory conduct.

**Positive actions.**

In order to effectively guarantee the constitutional right to equality, public authorities shall adopt specific measures in favour of women to correct patent situations of de facto inequality compared to men. Such measures, which shall be applicable as long as these situations persist, shall be reasonable and proportionate to the objective pursued in each case.

**Effective legal protection.**

Any person may seek protection of the right to equality from the, even after the termination of the relationship in which the alleged discrimination occurred.

**Promotion of equality in collective bargaining.**

In accordance with legal provisions, positive action measures may be established to promote women's access to employment and the effective application of the principle of equal treatment and non-discrimination in working conditions between women and men.

**Rights to reconcile personal, family and work life.**



The rights to reconcile personal, family and work life shall be recognized for workers in a way that promotes a balanced assumption of family responsibilities, avoiding any discrimination based on their exercise.

**Equal pay for equal work.**

The employer is obliged to pay the same remuneration for work of equal value, whether directly or indirectly paid, and regardless of the nature of such remuneration, whether salary-related or non-salary-related, without any discrimination based on sex in any of its elements or conditions.

## 5. COMMITMENT OF THE COMPANY TO EQUALITY

The culture of Crismachem is imbued with, among many other principles, that of equal treatment and opportunities between men and women. Our HR policy is based on the development of people, regardless of their gender, and we firmly believe in it.

In fact, Crismachem is committed to diversity in all its processes, without race, sex, age or any other personal circumstance determining different behavior by the company.

However, aware that the reality is still far from this effective equality in many aspects, and faithful to our commitment to society and to our culture and vision of creating a better day-to-day life for the majority of people, we express our firm commitment to promote this principle and be proactive in achieving it, with all the tools at our disposal.

## 6. SCOPE OF APPLICATION



"This Equality Plan applies to all the centres of CRISMACHEM S.L and to the entire workforce, as well as to all those who are created in the future and consequently join the company."



## 7. DURATION OF THE PLAN

This Plan, as a set of organized and oriented measures to achieve the objectives specified therein, has a duration of 6 years from the date of signature.

## 8. GENERAL OBJECTIVES OF THE EQUALITY PLAN

The Crismachem Equality Plan has the following general objectives:

- 1. To advance in equal opportunities and treatment between men and women in Crismachem.**
- 2. To further integrate a gender perspective in the management of the company.**
- 3. To facilitate work-life balance for Crismachem employees and promote shared responsibility between men and women.**

## 4. To ensure equal pay for work of equal value.



### 9. SPECIFIC OBJECTIVES OF EQUALITY PLAN

#### 9.1 SELECTION AND HIRING

- ✓ 9.1.1 Ensure equal opportunities by reviewing our selection processes.
- ✓ 9.1.2 Promote a balanced representation of men and women in different professional groups, especially in those areas where underrepresentation exists.

#### 9.2 PROMOTION

- ✓ 9.2.1 Encourage the presence of equality criteria in all processes related to the promotion area.

#### 9.3 TRAINING

- ✓ 9.3.1 Raise awareness and train the entire workforce, and especially personnel related to the organization of the company, in equal opportunities to ensure equality between men and women and objectivity in all processes.
- ✓ 9.3.2 Facilitate access for women and men to training specialties that contribute to their professional development in the company in a balanced way.

#### **9.4 COMPENSATION**

- ✓ 9.4.1 Monitor the application of the compensation policy to ensure pay equity for work of equal value.

#### **9.5 WORK-LIFE BALANCE**

- ✓ 9.5.1 Facilitate the exercise of work-life balance rights.

#### **9.6 OCCUPATIONAL HEALTH AND SAFETY**

- ✓ 9.6.1 Introduce the gender dimension in the policy and tools for the prevention of occupational risks to adapt them to the physical, psychological, biological, and social needs and characteristics of workers.
- ✓ 9.6.2 Disseminate the protocol for sexual and gender-based harassment prevention.

#### **9.7 COMMUNICATION**

- ✓ 9.7.1 Ensure that internal communication promotes an egalitarian image of men, women, and other genders.
- ✓ 9.7.2 Establish information channels on equal opportunities in the company.
- ✓ 9.7.3 Ensure that communication media and content are accessible and known by all workers.

#### **9.8 GENDER VIOLENCE**

- ✓ 9.8.1 Improve and disseminate the legally established rights for women victims of gender violence, contributing to their protection.

## 10. MEASURES AND PLANNED ACTIONS

### 10.1 SELECTION AND HIRING

- ✓ 10.1.1 Ensure equal opportunities by reviewing our selection processes.

Measures/Actions	Indicator	Responsible and deadline
Job offers advertised internally or externally will use non-sexist language and imagery.	All job offers are written with non-sexist language and imagery.	Selection Manager Deadline: during the validity of the Plan.
Maintain the inclusion of equal opportunities content in existing training on selection processes.	Training on selection processes that includes equal opportunities content.	Selection Manager Deadline: during the validity of the Plan.
In the case of using consulting firms for selection, they will be informed in writing of the Crismachem selection criteria, with special emphasis on our policy of equal opportunities between women and men.	Communication delivered to external consultants.	Selection Manager Deadline: during the validity of the Plan.
In the event that the company outsources or subcontract any of its personnel selection activities, it will require the contracted companies to comply with current legislation on equality.	Communication to personnel selection providers.	Selection Manager Deadline: during the validity of the Plan.

- ✓ 10.1.2. Encourage a balanced representation of men, women and other genders in different professional groups, especially in areas where there is underrepresentation.

Measures/Actions	Indicator	Responsible and deadline
Obtener datos relativos a los procesos de selección en cuanto a género en los centros de nueva apertura. Obtain data on gender in selection processes at newly opened centres.	Statistical data on: Number of applications by gender submitted. Number of M/F/other genders pre-selected and hired. Type of contract, positions, and professional group.	Selection Manager Deadline: during the validity of the Plan.
The diversification of the workforce to achieve a balanced proportion will be explicitly included as an objective in the selection	Inclusion of this criterion in selection processes.	Selection Manager Deadline: during the validity of the Plan.

process at newly opened centres.		
The same principle will be explicitly included in the selection policy at existing centres.	Inclusion of this criterion in selection processes.	Selection Manager Deadline: during the validity of the Plan.
Establish collaborations with training organizations to attract women who want to occupy positions in male-dominated sectors and men who want to occupy positions in female-dominated sectors.	Number of collaborations with training organizations and for what positions.	Selection Manager Deadline: during the validity of the Plan.

## 10.2 PROMOTION

- ✓ 10.2.1 Promote the presence of equality criteria in all processes related to the promotion area.

Measures/Actions	Indicator	Responsible and deadline
Communicate the professional competencies that can facilitate promotion to other positions.	Statistical data on: Number of applications by gender submitted. Number of M/F/other gender preselected and hired. Type of contract, positions and professional group.	Department Responsible Deadline: during the validity of the Plan.
Strengthen our communication processes for development, informing about all vacancies.	Inclusion of this criterion in the selection processes.	Department Responsible Deadline: during the validity of the Plan.
Maintain in the performance review an item where co-workers can express their desires for promotion/development.	Inclusion of this criterion in the selection processes.	Department Responsible Deadline: during the validity of the Plan.
Maintain the criterion that promotions be made internally, only resorting to external calls if there are no suitable candidates within the company for the sought-after profiles.	Number of collaborations with training organizations and for which positions.	Department Responsible Deadline: during the validity of the Plan.
Maintain information to the candidate about the reasons for rejection for promotion, guiding them on positions that they could apply for with their	Information provided.	Department Responsible Deadline: during the validity of the Plan.

profile, areas for improvement, and highlighting their qualities.		
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### 10.3 TRAINING

- ✓ 10.3.1. Raise awareness and train the entire staff in equal opportunities, especially those involved in the organization of the company, to ensure equality between men and women and objectivity in all processes.

Measures/Actions	Indicator	Responsible and deadline
Maintain a section in the performance review interview to collect aspects such as: training needs, accessibility to actions, evaluation of training for career development, etc.	Included section	Training Responsible Deadline: during the validity of the Plan.
Measure % of men, women, and other genders in the annual training performed...	% of men, women, and other genders participating in training actions	Training Responsible Deadline: during the validity of the Plan.
Provide specific training on equality and gender for HR personnel.	Training provided	Training Responsible Deadline: during the validity of the Plan.

- ✓ 10.3.2 Facilitate men and women's access to training courses that contribute to their professional development in a balanced way.

Measures/Actions	Indicator	Responsible and deadline
Ensure that information on training opportunities reaches all employees.	Communication of the annual training plan.	Responsible Training Deadline: During the plan's validity.

### 10.4 REMUNERATION

- ✓ 10.4.1 Monitor the application of the remuneration policy to ensure equal pay for equal work.

Measures/Actions	Indicator	Responsible and deadline
Conduct a Wage Gap Study.	Study conducted.	Responsible HR Deadline: During the plan's validity.

### 10.5 WORK-LIFE BALANCE

- ✓ 10.5.1 Facilitate the exercise of work-life balance rights.

Measures/Actions	Indicator	Responsible and deadline
Identify any aspect that could limit both requests and enjoyment of work-life balance-related leave.	Number of requests received/granted.	Responsible HR Deadline: During the plan's validity.
Inform that duly registered de facto partners have the right to the leaves provided for in the applicable Collective Agreement.	Number and channels of communication used.	Responsible HR Deadline: During the plan's validity.

## 10.6 OCCUPATIONAL HEALTH

- ✓ 10.6.1 Introduce the gender dimension in the occupational risk prevention policy and tools in order to adapt them to the physical, psychological, biological, and social needs and characteristics of male and female workers.

Measures/Actions	Indicator	Responsible and deadline
Maintain in risk assessments the provision for pregnancy or lactation and adapt it if necessary.	. Revised risk assessments. Number of positions reviewed. List of exempt and limited positions for pregnant and lactating women.	Prevention Officer Deadline: During the plan's validity.
The medical examinations carried out by the company will take into account the gender perspective.	Perspective included.	Monitoring Officer Deadline: During the plan's validity.
Maintain the gender perspective in risk assessments and in health surveillance protocols.	Revised risk assessments and medical protocols.	Prevention Officer Deadline: During the plan's validity.

- ✓ 10.6.2 Disseminate the protocol on sexual and gender-based harassment to prevent it.

Measures/Actions	Indicator	Responsible and deadline
Continue to disseminate the harassment protocol at all levels through the usual company channels to maintain a work environment free from harassment situations.	Communication channels used.	Prevention Officer Deadline: During the plan's validity.
Include a module on sexual and gender-based harassment prevention in mandatory OSH training.	Module included in initial training. Number of training sessions held.	Prevention Officer Deadline: During the plan's validity.



## 10.7 COMMUNICATION

10.7.1 Ensure that internal communication promotes an equal image of men and women.

Measures/Actions	Indicator	Responsible and deadline
Review and, if necessary, correct the language and images used in internal communications: Intranet, magazines, publications, posters, etc., and on the website with the aim of using a non-sexist and inclusive language.	Number of media reviewed. Modifications made.	Communication Officer Deadline: During the plan's validity.

✓ 10.7.2 Establish channels of information on equal opportunities in the company.

Measures/Actions	Indicator	Responsible and deadline
Disseminate messages on equal opportunities through various communication channels, promoting awareness and information among the workforce.	Number of messages dedicated to equality in different communication channels.	Communication Officer Deadline: During the plan's validity.
Facilitate communication so that the workforce can make suggestions and proposals for improvement to the person responsible for Equality designated by the company.	Number of suggestions and opinions conveyed to the responsible person and accepted suggestions.	Communication Officer Deadline: During the plan's validity.
Inform collaborating and supplying companies of the company's commitment to equal opportunities.	Companies informed.	Communication Officer Deadline: During the plan's validity.

✓ 10.7.3 Ensure that communication channels and content are accessible and known to all workers.

Measures/Actions	Indicator	Responsible and deadline
Inform the workforce about existing communication channels, their location, and how to use them.	Employees informed and through which channels.	Communication Officer Deadline: During the plan's validity.

Facilitate access to those communication channels.	Media accessible to workers.	Communication Officer Deadline: During the plan's validity.
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### 10.8. VIOLENCIA DE GÉNERO

- ✓ 9.8.1. Improve and disseminate the legally established rights for women victims of gender violence, contributing to their protection.

Measures/Actions	Indicator	Responsible and deadline
Create a specific protocol on gender violence.	Protocol implementation.	Managing Director Deadline: During the plan's validity.
Inform the workforce, through internal communication channels, of the existing protocol for women victims of gender violence.	Dissemination through the company's usual communication channels. Number of communicative impacts.	Managing Director Deadline: During the plan's validity.

# IN EQUALITY, WE WORK BETTER.

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