

COMMITMENT TO EQUALITY BETWEEN WOMEN AND MEN

Ms. Carmen López Serrano with DNI 80.080.300-G representing the entity VEGENAT, S.A. with A06141345, in her capacity as CEO, located at Ctra. Badajoz-Montijo, km.24.9. 06184, Pueblonuevo del Guadiana (Badajoz).

It declares its commitment to the development and implementation of corporate policies that integrate equal treatment and opportunities between women and men, without directly or indirectly discriminating on the basis of sex, as well as to the promotion and encouragement of measures to achieve real equality within our organization, establishing equal opportunities between women and men as a strategic principle of our Corporate and Human Resources Policy, in accordance with the definition of said principle, established by Organic Law 3/2007, of March 22, for effective equality between women and men, and in its implementing regulations, Royal Decree 901/2020, of October 13, which regulates equality plans and their registration and modifies Royal Decree 713/2010, of May 28, on the registration and deposit of collective bargaining agreements and agreements.

In each and every area in which our company's activity is carried out, from staff selection to promotion, through salary policy, training, working and employment conditions, occupational health, work time management and conciliation, we assume the principle of equal opportunities between women and men.

Regarding communication, both internal and external, all decisions taken in this regard will be reported and an image of the company will be projected in accordance with this principle of equal opportunities between women and men.

The principles stated will be put into practice through the promotion of specific equality measures, such as the implementation of an Equality Plan, which will entail a series of improvements with respect to the current situation, with the corresponding monitoring systems being established, with the aim of advancing towards achieving real equality between women and men in the Company and, by extension, in society as a whole. Likewise, and under the commitment to Social Responsibility that the Company has assumed, there are several actions included in this context that will try to identify, in order to later act, if necessary, against the possible gaps identified that may exist between the workers of the Organization.

To carry out this purpose, there will be legal representation of workers, not only in the collective bargaining process, as established by Organic Law 3/2007 for effective equality between women and men, but throughout the process of development and evaluation of the aforementioned equality measures.

Finally, we want to convey our most sincere support and willingness to our client and supplier companies and the social environment in general, encouraging them to try to contribute, with their daily work and effort, concrete measures that manage to end the differences between women and men.

In Pueblonuevo del Guadiana, January 10, 2022.

Signed. Carmen López Serrano