



Gender Equality Plan (GEP) 2024

Period: 01.01.2024 – 31.12.2024

Company: Floatech, S.L.

1. Introduction

Floatech, S.L. fosters a working environment characterized by tolerance, diversity, and respect for all individuals, regardless of gender, age, ethnicity, nationality, religion, sexual orientation, language, or disability. As part of this commitment, Floatech implements a comprehensive **Gender Equality Plan (GEP)** to ensure equal treatment and opportunities for all employees. This plan aligns with the company's values of inclusion, fairness, and creativity in the workplace.

2. Purpose of the Gender Equality Plan

The primary purpose of the GEP is to guarantee equality in every aspect of employment and to ensure that all individuals feel safe, valued, and empowered. Specifically, the GEP aims to:

- Establish mechanisms to detect situations of gender inequality within the workplace.
- Promote a culture of well-being that prevents discrimination, identifies issues early on, and supports the professional development of all employees.
- Ensure that all people are treated equally and provided with the same opportunities across company processes and policies, regardless of gender.

3. Key Principles and Objectives for 2024

Floatech's Gender Equality Plan for 2024 is built around three core objectives:

1. **Promoting Equal Representation:** Achieve and maintain gender parity by increasing female representation in all levels of the organization.
2. **Ensuring Non-Discriminatory Practices:** Embed gender equality in all business practices, hiring, promotions, and workplace policies.
3. **Fostering a Supportive Work Environment:** Encourage a culture of respect, where everyone feels empowered to contribute.

4. Management Commitment

Floatech's leadership is dedicated to advancing gender equality and acknowledges its responsibility in creating an inclusive workplace. To that end, the following actions will be taken:

- **Resource Allocation:** Management will provide the necessary resources (financial, human, and technical) to ensure the effective implementation and success of the GEP.

- **Equal Representation in Decision-Making:** Floatech commits to promoting gender diversity in leadership roles and decision-making processes. This includes ensuring equal participation of men and women in strategic discussions and operational decisions.
- **Monitoring and Accountability:** The company's top management will regularly review progress toward gender equality goals and implement corrective actions when necessary.

5. Specific Measures for 2024

Floatech has established the following concrete measures to advance gender equality in 2024:

- **Hiring and Recruitment:**
 - **Anonymous CVs:** All CVs submitted during the hiring process will be requested without photos or information that may reveal gender to prevent unconscious bias.
 - **Priority for Underrepresented Genders:** In situations where two candidates possess equal qualifications, the candidate from the underrepresented gender (currently women) will be prioritized for the position.
 - **Target for Female Representation:** Floatech successfully achieved its previous goal of employing 25% women by 01.01.2023. Moving forward, the company aims to employ at least 30% female employees by **01.01.2024**, and the target for the year-end is set at **35% by 31.12.2024**.
- **Professional Development:**
 - **Equal Access to Training and Promotion:** All employees, regardless of gender, will have equal access to professional development opportunities. Special efforts will be made to encourage women's participation in leadership and technical training programs.
- **Gender Pay Gap Analysis:**
 - **Annual Review of Salaries:** An annual review will be conducted to ensure that there is no significant gender pay gap across the company. Corrective measures will be implemented if necessary.
- **Sexual Harassment and Discrimination Policies:**
 - **Zero Tolerance Policy:** A zero-tolerance policy on harassment and gender-based violence will continue to be enforced. Any complaints will be treated with utmost seriousness, ensuring swift and fair resolutions.
 - **Confidential Reporting Mechanisms:** Floatech will maintain confidential and secure channels for reporting harassment or discrimination.

6. Monitoring

Floatech will actively monitor the progress of the Gender Equality Plan through the following mechanism:

- **Annual Gender Audit:** An internal audit will be conducted annually to assess the effectiveness of the GEP. The audit will focus on key metrics such as the gender composition of the workforce, the gender pay gap, and employee satisfaction levels.

7. Conclusion

Floatech, S.L. is committed to creating an environment where all individuals are treated with respect and provided with equal opportunities for professional growth and development. The company's leadership believes that gender diversity is essential for fostering innovation, improving performance, and achieving long-term success.

This Gender Equality Plan for 2024 is an essential step toward ensuring that Floatech remains a diverse and inclusive organization where everyone, regardless of gender, can thrive.

Management Sign-Off:

Fernando Celaya, CEO of Floatech, S.L.