

COMMITMENT TO EQUAL OPPORTUNITIES

Hartmann Automotive Professionals España S.L. declares its commitment to the establishment and development of policies that integrate **equal treatment and opportunities between women and men**, without discriminating directly or indirectly on the basis of sex, as well as to the promotion and promotion 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 this principle established by Organic Law 3/2007, of 22 March, for effective equality between women and men.

In each and every one of the areas in which this company's activity is carried out, from selection to promotion, through salary policy, training, working and employment conditions, occupational health, the organization of working time and work-life balance, we assume the principle of equal opportunities between women and men. paying special attention to indirect discrimination, understanding this as *"The situation in which an apparently neutral provision, criterion or practice puts a person of one sex at a particular disadvantage with respect to persons of the other sex"*.

The equality plan will address, among others, the matters of access to employment, professional classification, promotion and training, remuneration, organization of working time to favor, in terms of equality between women and men, work, personal and family conciliation, and the prevention of sexual harassment and harassment based on sex.

In these matters, actions will be designed that involve improvements with respect to the current situation, arbitrating the corresponding monitoring systems, with the aim of advancing in the achievement of real equality between women and men in the company and, by extension, in society as a whole.

To carry out this purpose, there will be the legal representation of workers, not only in the collective bargaining process, as established in Organic Law 3/2007 for Effective Equality between Women and Men, but also throughout the process of development and evaluation of the aforementioned equality measures or equality plan.

In San Fernando de Henares, August 1, 2023

General Directorate

