



Plan for equality

2021



The issue of gender equality is one of the founding principles of the IMPRESA Group and this is the premise that guides the measures included in this Plan. It provides for the development of measures and actions, to be implemented in 2021, that promote conditions of professional integration and career development on equal terms for men and women, encouraging the elimination of gender discrimination and promoting practices that facilitate the reconciliation of family and personal and professional life.

The preparation of this Plan was carried out in accordance with the guidelines of the "guide for the preparation of annual equality plans" and based on the analysis of internal and external documents on the subject (national and international).

The establishment and formal implementation of the Plan for Gender Equality in the IMPRESA Group foresees the existence of actions that intend to introduce organizational changes in the field of equality, in addition to the good practices already present, which are the result of a long journey in this field. The IMPRESA Plan thus intends to:

- recognise that equal opportunities between men and women is a fundamental right and that transversal and positive policies should be implemented and promoted to make this right a reality;
- drive a change in the organizational culture that integrates equality into its management acts, refocusing the principle of equality on its practices;
- mitigate detected imbalances and prevent possible future imbalances;
- promote the reconciliation of personal, family and professional life.



For the implementation of the Plan for Equality, extensive prior work was necessary, which included a self-diagnosis regarding the identification of policies and practices in the field of gender equality, as well as a needs assessment.

Based on the "guide for the preparation of annual equality plans", it was possible to obtain a diagnosis of the gender equality situation in the IMPRESA world.

The results obtained serve as a valid sampling and starting point for conducting the diagnosis.



This self-diagnosis, based on the "guide for the preparation of annual equality plans", will allow the Impresa Group to verify the evolution of its performance in the field of gender equality, identifying its strengths and weaknesses.

Although several good practices in the field of gender equality have been identified within the IMPRESA Group, this self-diagnosis shows that these good practices can always be improved and disseminated in a more appropriate way.

The present diagnosis therefore appears to be a starting point for the definition of a plan with the aim of achieving best practices.



DIMENSION	ACTION OBJECTIVE	MEASURES TO BE IMPLEMENTED	RESOURCES	EXPECTED CONCLUSION
Reconciliation between professional, family and personal life	Promote new forms of work organisation appropriate to the personal and family needs of workers	Carry out awareness-raising actions on work-life balance and provide the necessary tools for greater effectiveness in this relationship.	HRD*	2021
		Facilitate the access of workers' children to company internships.		
Maternity protection, paternity and family care	Encourage male and female workers to exercise their family responsibilities	Increase the dissemination on the intranet of information regarding rights in parenting and the sharing of family assistance rights between men and women	DRH	2021
		Disseminate in the internal media testimonials from male and female employees who take on the share of family care in order to encourage the participation of the father in family life.		
		Carry out awareness-raising and other measures to support the return of parents after periods of absence to take parental leave.		

* Human Resources Department



In order to ensure the success of this Plan, it is essential to ensure the dissemination to all areas where the key points for its implementation will be focused

The Plan will be monitored every six months and reviewed annually, through the assessment of compliance with the actions planned for each of the objectives presented, with the purpose of integrating new actions and/or readjusting existing ones.

The Human Resources Department and the equality team will be responsible for monitoring, controlling and implementing the Plan.