



# COMMITMENT OF THE MANAGEMENT TO GENDER EQUALITY

The VIDRALA Group Directors believe that ethics in all areas of its activity and utmost consideration towards people are the cornerstones of its management as the basis of its project. Therefore, **equal treatment and non-discrimination are part of the VIDRALA project**, as fundamental principles of its human resources corporate policy.

Consequently, the management of VIDRALA S.A. declares its **commitment to establishing and developing policies for mainstreaming gender equality**, with no direct or indirect discrimination based on sex, and to promote measures aimed at achieving full equality within our organisation.

To this end, in accordance with the provisions of Organic Law 3/2007 of March 22 on effective gender equality, the management will apply the principle of equal opportunities between men and women **to all areas in which this company operates**: from recruitment to promotion, including wage policy, training, employment conditions, occupational health, organisation of working time and reconciliation of their family and working lives. It will also **project a corporate image in accordance** with this principle.

These commitments will be put into practice **through the development and implementation of an Equality Plan**, which groups and systematises all of the measures adopted for this purpose. This Plan will include a monitoring system to ensure that the equality objectives mentioned above are achieved; a method of active participation by employees and their representatives; and finally, a communication system to report all of the decisions, plans and measures adopted and the progress made.

Llodio, December 15, 2016.

**Signed: Gorka Schmitt  
General Manager**