
BEAZ 2nd Plan for Gender Equality



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1. PROCESS FOR NEGOTIATING AND APPROVING THE 2ND PLAN FOR GENDER EQUALITY

On 18 December 2025, at a meeting held with the legal representatives of the workforce, BEAZ established the Negotiating Committee for the drafting of the 2nd Plan for Gender Equality at BEAZ, made up of the following individuals:

- Eneritz Argatxa Izaola, representing the organisation.
- Borja López de Guereñu Martínez, representing the workers.

In drawing up the 2nd Plan for Equality, the following legislation on plans for gender equality has been taken into account:

- Organic Law 3/2007, of 22 March, on effective gender equality.
- Royal Decree-Law 6/2019, of 1 March, on urgent measures to guarantee equal treatment and opportunities between women and men in employment and occupation.
- Royal Decree 901/2020 of 13 October, regulating equality plans and their registration and amending Royal Decree 713/2010 of 28 May on the registration and deposit of collective labour agreements and covenants.
- Royal Decree 902/2020 of 13 October on equal pay between women and men.

The following provincial strategic frameworks on gender equality have also been taken into account:

- 7th Provincial Plan for Gender Equality of the Bizkaia Provincial Council (2025-2029)
- Provincial Regulation 4/2018 of 20 June on Gender Equality

In carrying out the diagnostic assessment and drawing up the initial proposal for the 2nd Plan for Equality, technical support was provided by *ncuentra bila SLU*, a consultancy firm accredited to provide technical assistance on gender equality by Emakunde-Basque Institute for Women.

Finally, on 10 July 2026, the Negotiating Committee approved the diagnostic assessment of the situation of women and men at BEAZ, which forms the basis for this 2nd Plan for Gender Equality at BEAZ, as reflected in the relevant minutes. On the same date, the 2nd Plan for Gender Equality was also approved.

2. SCOPE: PERSONS COVERED, GEOGRAPHICAL AREA AND DURATION

The BEAZ 2nd Plan for Gender Equality applies to all employees of the organisation.

The plan is valid for four years, namely July 2026 to July 2030, subject to review if any of the following circumstances arise: a) Where required as a result of the monitoring and evaluation set out in Sections 4 and 6 below. b) Where its lack of compliance with legal and regulatory requirements or its inadequacy becomes apparent as a result of action by the Labour and Social Security Inspectorate. c) In cases of merger, absorption, transfer or modification of the legal status of the company. d) In the event of any incident that substantially alters the company's workforce, its working methods, organisation or remuneration systems, including the non-application of collective agreements and substantial changes to working conditions, or the situations analysed in the diagnostic assessment of the situation that served as the basis for its preparation. e) Where a court ruling convicts the company of direct or indirect discrimination on grounds of sex, or where it determines the lack of compliance of the equality plan with legal or regulatory requirements.

The Committee's monitoring tasks may also involve updating the 2nd Plan for Gender Equality, insofar as such an update is deemed necessary. The measures of the BEAZ 2nd Plan for Gender Equality may be reviewed at any time during its term of validity with a view to adding, reorienting, improving, correcting, intensifying, scaling back or even discontinuing any measure it contains, depending on the effects observed in relation to the achievement of its objectives.

Upon expiry of this 2nd Plan, the provisions of Royal Decree 901/2020 of 13 October, regulating equality plans and their registration, shall once again be followed.

PROCEDURE FOR THE MODIFICATION AND RESOLUTION OF DISCREPANCIES

This BEAZ 2nd Plan for Gender Equality may be amended or updated, within the scope of the Committee's powers, in accordance with Royal Decree 901/2020 of 13 October, regulating equality plans and their registration.

The procedure to be followed to adopt the relevant updates or amendments shall be as follows:

- Any party represented on the Monitoring Committee may call an extraordinary meeting to initiate the process of updating or amending the plan, without prejudice to this need being identified at an ordinary monitoring meeting. In this case, it would not be necessary to call an extraordinary meeting of the Committee, and the request to initiate the update or amendment of the current plan shall be recorded in the minutes. All communications, both regarding the request for an extraordinary meeting and the notice of the meeting itself, shall be made by email or recorded in the relevant minutes.
- By agreement of the parties reached within three months of the request made by any of the parties at an ordinary or extraordinary meeting, the process of updating or amending the plan shall commence within a maximum period of two months. The timeframe for negotiating the new, updated plan shall be the same as that set out in Article 4 of RD 901/2020, and the negotiation

procedure shall comply with the provisions of Article 5 of RD 901/2020. During the negotiation period, the current plan shall be deemed to remain in force.

Should the parties fail to reach an agreement on the adaptation or amendment within three months of the request made by either party at an ordinary or extraordinary meeting, both parties agree that the resolution of disputes regarding the interpretation and application of this 2nd Equality Plan shall be submitted to the mediation and arbitration procedures set out for this purpose in the “Inter-professional Agreement on Voluntary Procedures for the Resolution of Labour Disputes – PRECO” of the Labour Relations Council.

3. MAIN CONCLUSIONS OF THE DIAGNOSTIC ASSESSMENT

As previously described, this 2nd Plan for Gender Equality has been drawn up on the basis of the corresponding diagnostic assessment. This has provided conclusions and evaluations that the 2nd Plan must address, and which are summarised below.

GOOD GOVERNANCE

- BEAZ has a culture based on the systematisation of work processes. The implementation of the 2nd Equality Plan will follow the same management and monitoring system as the 1st Plan, as well as the organisation's other cross-cutting areas of work.

- BEAZ is obliged to incorporate into its 2nd Plan for Equality those actions in which it may be involved or required to participate under the 7th Provincial Plan for Gender Equality.
- It is also advisable to incorporate into the 2nd Plan those provisions of the Provincial Regulation on Equality that are applicable to it.
- To this end, the Committee for the Monitoring and Evaluation of the 2nd Plan for Equality at BEAZ must be maintained to meet legal requirements, primarily equal representation on the Committee and the systematisation of the annual monitoring work, which may take the form of two annual working sessions and an interim evaluation and a final evaluation of the 2nd Plan, with training and/or external expert support.
- While significant work was carried out during the 1st Plan to review and adapt external communication channels to ensure non-sexist language, a preliminary review of all information to be published regarding BEAZ's services and programmes must continue to be carried out.

GOOD GOVERNANCE AND IMPACT ON SOCIETY

- BEAZ's procurement policy incorporates administrative social clauses relating to gender equality. At present, there have been no new developments regarding these clauses, which, broadly speaking, comply with the guidelines set out by the Bizkaia Provincial Council in this area.
- As already mentioned, non-sexist language and imagery are generally used in the description and delivery of BEAZ's services. However, the use of non-sexist language should be reinforced in a systematic and consistent manner across all services and their various media, documents and other communication materials.
- In light of the various actions set out in the 7th Plan relating to the incorporation of a gender perspective into the services and programmes provided by the different provincial departments, the Department of Economic Promotion may involve BEAZ in the implementation of these commitments. BEAZ may also be called upon to incorporate a gender perspective into its relations with third parties or other stakeholders.

INTERNAL HUMAN RESOURCES MANAGEMENT

- The workforce is gender-balanced, with women accounting for 57% of employees and men for 43%. This is particularly noteworthy given the economic and business sector in which BEAZ operates. By area, there is a higher proportion of women in the administrative area (the only area where one of the two sexes is under-represented).
- Organisational changes in recent years have resulted in a lack of gender balance at management level, although the General Management position continues to be held by a woman. At

coordination level, the next tier in the organisational structure, women are strongly represented, holding 78% of coordination posts.

- No instances of direct or indirect discrimination have been identified within the organisation or in its workforce management policies.
- No gender bias has been observed in ongoing training or in any automatic promotion processes that may exist.
- The policy on work-life balance and the sharing of family and caring responsibilities is rated highly, with the policy developed by the Bizkaia Provincial Council in this area serving as a benchmark. Work-life balance and flexibility do not appear to have a negative impact on career development.
- In terms of remuneration, there has been a gradual reduction in the pay gap based on annualised and normalised figures, which currently stands at 8%. No pay items have been identified that give rise to a pay gap due to their inappropriate application (direct or indirect discrimination). It has been confirmed that the Collective Bargaining Agreement for Staff of the Bizkaia Provincial Council and the Provincial Institute of Social Welfare (agreement code 48004113011994) is being applied.
- While non-sexist language is generally used in communications, the review of BEAZ's internal and external documentation must continue. There is a need to remind staff to use non-sexist language systematically.
- With regard to the occupational health and safety policy, adequate measures are in place to prevent risks associated with pregnancy or breastfeeding, although no such risks have been identified in BEAZ's operations. However, it may be necessary to incorporate a gender perspective into internal analyses or studies on occupational health, psychosocial risks, etc., when these are carried out.
- During the implementation of the 1st Equality Plan, various mechanisms have been developed for the prevention of and action against cases of sexual harassment and/or sex-based harassment, as well as awareness-raising, training, infographics on the organisation's premises, etc. The organisation has its own protocol which follows the guidelines set out by the Bizkaia Provincial Council. It has not been necessary to activate the protocol in response to any reports or complaints.

CONCLUSIONS OF THE REMUNERATION AUDIT

BEAZ's pay policy complies with the provisions of the *Collective Bargaining Agreement for Staff of the Bizkaia Provincial Council and the Provincial Institute of Social Welfare (agreement code 48004113011994)*.

The application of the system at BEAZ is consistent with the structure established by the analytical pay system set out in the aforementioned Collective Agreement, which has undergone a number of successive updates as a result of collective bargaining that have not altered the job evaluation system.

Turning to the remuneration policy itself, it is particularly noteworthy that the organisation complies with the salary framework described, which is known to staff through the Collective Agreement. The differences identified do not stem from formal differences in the salary scales or from remuneration criteria set at the company's discretion. An update to the job evaluation system is currently being developed, which will determine potential pay progression within BEAZ – the pay framework remains that set out in the Collective Agreement, and the workers' legal representatives are participating in the process.

It is therefore recommended that, over the coming years during which the 2nd Plan for Gender Equality at BEAZ will be in force, monitoring of the company's remuneration situation, as well as of new hires and potential promotions, should continue.

- Care should be taken to ensure that the gap in basic salary amounts and allowances does not result from differing pay allocations made by the organisation.
- The various salary supplements and non-salary payments that generate a pay gap, and the causes of those gaps, should also be identified.

4. MONITORING AND EVALUATION COMMITTEE

COMPOSITION

A committee is established to monitor and evaluate the 2nd Plan, consisting of an equal number of representatives from the company and the workforce. Balanced representation of women and men is encouraged, together with access to training or specialist support:

- Eneritz Argatxa Izaola, representing the organisation.
- Borja López de Guereñu Martínez, representing the workers.
- Olatz Goitia Urkiaga (representing the organisation) and Juan Bernardo Arrue Mendizabal (representing the workforce) are appointed as potential substitutes in the event of absences.

The Monitoring and Evaluation Committee for the 2nd Plan for Equality may receive specialist external support and advice on gender equality in the workplace; such experts may participate in discussions but may not vote.

OPERATION

The members of the Monitoring and Evaluation Committee for the 2nd Plan shall have the right to access any documentation and information necessary for the intended purposes; both they and, where applicable, the experts assisting them must at all times observe the duty of confidentiality with regard to any information expressly communicated to them in confidence.

The monitoring and evaluation of the measures set out in the 2nd Plan for Gender Equality shall be carried out periodically; it is envisaged that two ordinary meetings will be called each year, while extraordinary meetings may be called by mutual agreement as required. The assessment shall take place on two occasions: two years after the launch of the 2nd Plan and upon its completion.

During the monitoring and evaluation process, minutes will be taken of each meeting.

5. MEANS AND RESOURCES FOR IMPLEMENTATION, MONITORING AND EVALUATION

The organisation undertakes to provide all the means and resources required for the implementation, monitoring and evaluation of the 2nd Plan. These are estimated to be as follows:

- A minimum of 5% of the total annual working hours of technical staff in the organisation area will be allocated to reviewing, monitoring and updating the implementation of the action lines of the Equality Plan.
- External contracting (minor contract) for advice on updating the policies and procedures to be implemented to comply with current legislation on equality.

Likewise, to fulfil the functions relating to the Monitoring and Evaluation Committee, in particular:

- A suitable venue for holding meetings.
- The necessary materials for these meetings.
- Provision of statistical information, broken down by sex and job role, as set out in the monitoring criteria agreed for each of the actions, at the corresponding intervals.
- Provision of any information requested by either party regarding the monitoring and possible amendment of the Equality Plan.

Various tools will be used to facilitate the tasks of implementation, monitoring and evaluation. The following may be used, among others:

- Annual action schedule (table attached as a guideline).
- Monitoring sheet (table attached as a guideline).
- Monitoring report (information on the activities carried out under each pillar, review and update of the activities and the schedule, where applicable).
- Evaluation report (information on the activities carried out under each pillar, impacts produced, conclusions and proposals, where applicable).

6. CONTENTS OF THE 2ND PLAN FOR GENDER EQUALITY

The three pillars around which the BEAZ 1st Plan for Gender Equality is structured are set out below:

- Pillar I. Good Governance
- Pillar II. People Management at BEAZ

Pillar I, Good Governance, incorporates measures necessary for the systematisation and consolidation of equality policies. It provides a framework of activities that are also referenced in public equality strategies – such as those of the Bizkaia Provincial Council (the 7th Provincial Plan and the Provincial Regulation on Equality), Emakunde-Basque Institute for Women and the Basque Government, among others – in the sections on Good Governance or Governance within their respective strategic plans (for example, under Pillar I, Good Governance, of the 7th Provincial Plan). This pillar also encompasses activities relating to BEAZ's impact on society within the provincial public framework.

Pillar II, People Management, addresses the thematic areas set out in Royal Decree 901/2020 of 13 October, which regulates equality plans and their registration. It therefore includes objectives and activities covering the following areas:

- Selection, recruitment, training and career progression.
- Job classification and remuneration policy.
- Working conditions (working time and occupational health and safety)
- Work-life balance and the sharing of family and caring responsibilities.
- Under-representation of women.
- Preventing and responding to sexual harassment and sex-based harassment.

Pillar II, People Management, also incorporates objectives in relation to Pillar III, Equality in Sustainable Development, and Pillar IV, Lives Free from Gender-Based Violence against Women of the 7th Provincial Plan.

For each of these two broad thematic blocks, objectives are set, along with measures to achieve them, indicators for monitoring and evaluation, those responsible for execution and estimated completion dates. All monitoring and evaluation indicators relating to people will be disaggregated by sex to facilitate analysis of the indicators and their impact, wherever possible.

The objectives addressed by the 2nd Plan are listed below:

PILLARS OF ACTION	
PILLAR I. GOOD GOVERNANCE	
• OBJECTIVE 1.1.: TO DEVELOP THE PLANNING AND ORGANISATION REQUIRED FOR THE IMPLEMENTATION OF GENDER EQUALITY AT BEAZ, AS WELL AS ITS MONITORING AND EVALUATION. • OBJECTIVE 1.2.: TO DEVELOP MECHANISMS AND TOOLS THAT ENABLE THE GENDER EQUALITY POLICY TO HAVE A POSITIVE IMPACT ON BEAZ'S MANAGEMENT AND CULTURE, TAKING INTO ACCOUNT THE PROVINCIAL PUBLIC FRAMEWORK. • OBJECTIVE 1.3.: TO HAVE AN IMPACT ON BEAZ'S IMMEDIATE ENVIRONMENT THROUGH INFORMATION, AWARENESS-RAISING AND THE ENGAGEMENT OF OTHER STAKEHOLDERS.	
PILLAR II. PEOPLE MANAGEMENT AT BEAZ	
• OBJECTIVE 2.1.: TO UPHOLD THE PRINCIPLE OF GENDER EQUALITY IN SELECTION, RECRUITMENT, TRAINING AND CAREER PROGRESSION PROCESSES. • OBJECTIVE 2.2.: TO UPHOLD THE PRINCIPLE OF GENDER EQUALITY IN THE JOB CLASSIFICATION SYSTEM AND IN THE REMUNERATION POLICY. • OBJECTIVE 2.3.: TO UPHOLD THE PRINCIPLE OF GENDER EQUALITY IN THE DEFINITION OF WORKING CONDITIONS AND IN MATTERS OF OCCUPATIONAL HEALTH AND SAFETY • OBJECTIVE 2.4.: TO SUPPORT THE BALANCING OF PERSONAL, FAMILY AND WORKING LIFE THROUGH THE SHARING OF FAMILY AND CARING RESPONSIBILITIES AMONG BEAZ STAFF. • OBJECTIVE 2.5.: TO PREVENT AND RESPOND TO SEXUAL HARASSMENT AND SEX-BASED HARASSMENT IN THE WORKPLACE AT BEAZ.	

7. 2ND PLAN FOR GENDER EQUALITY AT BEAZ

Set out below are the set of objectives and actions that make up the 2nd Plan for Gender Equality at BEAZ 2026-2030.

PILLAR I. GOOD GOVERNANCE

OBJECTIVE 1.1.: TO DEVELOP THE PLANNING AND ORGANISATION REQUIRED FOR THE IMPLEMENTATION OF GENDER EQUALITY AT BEAZ, AS WELL AS ITS MONITORING AND EVALUATION.

Action	Indicator	Date	Responsible Party
1. Approval by the Board of Directors of the 2nd Plan for Gender Equality at BEAZ, which will be evaluated upon completion.	Evaluation report yes/no	Annual	Org. Management
2. Include the 2nd Plan for Equality in the annual management review reports to facilitate its execution, providing it with the necessary resources for its implementation.	Budget allocation.	Annual	Org. Management
3. Continue to operate a joint Monitoring and Evaluation Committee , with equal representation of the parties, meeting twice a year for monitoring, with extraordinary meetings to be called by mutual agreement as required, and two assessment points for the 2nd Plan, one at the halfway point and the other upon completion.	Meetings held.	Half-yearly	Org. Management

OBJECTIVE 1.2.: TO DEVELOP MECHANISMS AND TOOLS THAT ENABLE THE GENDER EQUALITY POLICY TO HAVE A POSITIVE IMPACT ON BEAZ'S MANAGEMENT AND CULTURE, TAKING INTO ACCOUNT THE PROVINCIAL PUBLIC FRAMEWORK.

Action	Indicator	Date	Responsible Party
4. Inform the entire workforce of BEAZ of the existence of the 2nd Plan for Gender Equality.	No. people reached	2026	Org. Management
5. Continue to make the contents of the Plan for Gender Equality available on BEAZ's corporate website within the framework of the SDGs and the Compliance Policy.	New content added	Every 4 years	Comms. Team
6. Maintain the space on BEAZ's intranet dedicated to gender equality to facilitate access to documents and relevant content, updating it as relevant information becomes available. updating it with the information that is of interest.	Site created	Annual	Quality team
7. Include awareness-raising and training in equality for staff at BEAZ in an equality training Plan.	No. people trained	2026 2027	Org. Management

- Non-sexist use of language - Awareness-raising in gender equality. 8. - Incorporation of a gender perspective into BEAZ's activities.		2029	
9. Continue reviewing and adapting BEAZ's internal and external communications to ensure non-sexist use of language, in compliance with action 1.2.1.33 of the 7th Provincial Plan. - o Website. - o Information on new programmes and services. - o Internal communications (strategic plan, management plan, corporate policies). - o Satisfaction surveys. - o Social media.	No. of language issues identified in internal and external communications	Annual	Comms. Team
10. Ensure the internal dissemination of institutional awareness-raising campaigns launched by the Bizkaia Provincial Council to mark International Women's Day, 8 March, and the International Day for the Elimination of Violence against Women, 25 November, and any others that may arise from the Bizkaia Provincial Council and its Directorate for Equality.	No. of activities No. of people reached	Annually (March and November)	Org. Management
11. Continue monitoring any adaptations to the compliance system arising from the Bizkaia Provincial Council in relation to explicit elements concerning gender equality and non-discrimination on grounds of sex or other situations of discrimination related to the sex/gender system.	No. of updates	Where applicable	Org. Management
12. Implement the measures arising from the 7th Provincial Plan that are aimed at the Provincial Public Sector: • Receive technical assistance on equality matters offered by the Bizkaia Provincial Council to entities of the Provincial Public Sector, pursuant to action 1.2.1.37 of the 7th Provincial Plan. • Take part in training activities aimed at preventing sexual harassment and sex-based harassment in entities of the Provincial Public Sector, pursuant to action 1.1.1.10 of the 7th Provincial Plan.	No. of initiatives in which BEAZ participates	Annual (where applicable)	Org. Management
13. Collaborate with cross-cutting actions regarding gender equality affecting all departments of the Bizkaia Provincial Council set out in the 7th Provincial Plan:	No. of activities carried out	Annual (where applicable)	Org. Management

• Generate specific knowledge on the situation of women and men within the relevant areas of responsibility and activity of the provincial departments, pursuant to action 1.2.1.4 of the 7th Provincial Plan. • Integrate gender indicators into tools for monitoring and evaluating programmes and services of provincial departments, pursuant to action 1.2.1.5 of the 7th Provincial Plan. • Promote a balanced representation of women and men in public activities organised by the departments (conferences, events, etc.), pursuant to action 1.2.1.11 of the 7th Provincial Plan. • Analyse programmes and services to avoid putting women in vulnerable situations, pursuant to the methodology and training offered by the Bizkaia Provincial Council for this purpose according to action 1.3.4.2 of the 7th Provincial Plan.			
14. For the implementation of Pillar II, Feminist Empowerment, of the 7th Provincial Plan, collaborate on initiatives undertaken by the Department of Economic Promotion: • Promote the presence of women in male-dominated sectors, under the responsibility of the Department of Economic Promotion, pursuant to action 2.1.1.2 of the 7th Provincial Plan. • Promote the empowerment and visibility of women in the business sector, under the responsibility of the Department of Economic Promotion, pursuant to action 2.1.1.3 of the 7th Provincial Plan. • Promote women's entrepreneurship and women's presence in the business sector, under the responsibility of the Department of Economic Promotion, pursuant to action 2.1.1.4 of the 7th Provincial Plan.	No. of activities carried out	Annual (where applicable)	Org. Management

OBJECTIVE 1.3.: TO HAVE AN IMPACT ON BEAZ'S IMMEDIATE ENVIRONMENT THROUGH INFORMATION, AWARENESS-RAISING AND THE ENGAGEMENT OF OTHER STAKEHOLDERS.

Action	Indicator	Date	Responsible Party
15. Collaborate on the cross-cutting actions arising from the Bizkaia Provincial Council that are set out in the 7th Provincial Plan and are intended to achieve a greater impact on different stakeholders.	No. of activities carried out	Annual (where applicable)	Org. Management

• Apply the guidelines of the guide for introducing equality clauses in grants to be drawn up by the Directorate-General for Equality and the Department of Treasury and Finance, pursuant to action 1.2.1.17 of the 7th Provincial Plan. • Facilitate the incorporation of a gender perspective into collaboration agreements, pursuant to the methodology and training offered by the Directorate-General for Equality, pursuant to action 1.2.1.18 of the 7th Provincial Plan.			
16. Maintain social clauses relating to gender equality in procurement contracts.	No. of contracts with clauses included	Annual	Org. Management

PILLAR II. PEOPLE MANAGEMENT AT BEAZ

OBJECTIVE 2.1.: TO UPHOLD THE PRINCIPLE OF GENDER EQUALITY IN SELECTION, RECRUITMENT, TRAINING AND CAREER PROGRESSION PROCESSES

Action	Indicator	Date	Responsible Party
17. Ensure that the BEAZ induction manual includes content enabling new hires to learn about and access information on the organisation's commitment to gender equality, its protocols and related matters.	No. of new hires with access to the induction manual	Annual	Org. Management

OBJECTIVE 2.2.: TO UPHOLD THE PRINCIPLE OF GENDER EQUALITY IN THE JOB CLASSIFICATION SYSTEM AND IN THE REMUNERATION POLICY.

Action	Indicator	Date	Responsible Party
18. Prepare the Pay Register annually, analysing any gaps exceeding 25% for each category and pay component and providing context or an explanation for them within the framework of the Equality Plan Monitoring Committee.	Preparation of the annual Pay Register	Annual	Org. Management
19. Report annually within the Monitoring Committee for the Plan for Gender Equality on the evolution of the identified gaps.	Monitoring minutes	Annual	Org. Management
20. Comply with the new equal-pay legislation expected to become applicable shortly, namely Directive (EU) 2023/970 of the European Parliament and of the Council of 10 May 2023 to strengthen the application of the principle of equal pay for equal work or work of equal value between men and women through pay transparency and enforcement mechanisms.	Application of new requirements yes/no	Where applicable	Org. Management

OBJECTIVE 2.3.: TO UPHOLD THE PRINCIPLE OF GENDER EQUALITY IN THE DEFINITION OF **WORKING CONDITIONS** AND IN MATTERS OF **OCCUPATIONAL HEALTH AND SAFETY**

Action	Indicator	Date	Responsible Party
21. Include sex as a variable and interpret from a gender perspective the results of internal studies carried out at BEAZ on occupational health and safety – specific risks to physical health, climate surveys, psychosocial risk assessments, etc. where staff participation is significant and allows for analysis.	Studies with a gender perspective yes/no.	Where applicable	Org. Management

22. Inform the workforce about protective measures available to any women on the staff who may be experiencing gender-based violence.	Information yes/no No. people reached	2027	Org. Management
23. Comply with Royal Decree 1026/2024 of 8 October, developing the planned set of measures for equality and non-discrimination of LGBTI people in companies and specifying the planned measures proposed in Annex 1 of that Royal Decree.	Planned measures yes/no.	2026 2027	Org. Management

OBJECTIVE 2.4.: TO SUPPORT THE BALANCING OF PERSONAL, FAMILY AND WORKING LIFE THROUGH THE SHARING OF FAMILY AND CARING RESPONSIBILITIES AMONG BEAZ STAFF

Action	Indicator	Date	Responsible Party
24. Continue to submit the annual report to the Equality Committee containing general quantitative information on the main work-life balance measures used, disaggregated by sex.	No. of women and men using work-life balance measures as a proportion of the total number of women and men, respectively	Annual	Org. Management

OBJECTIVE 2.5.: TO PREVENT AND RESPOND TO SEXUAL HARASSMENT AND SEX-BASED HARASSMENT IN THE WORKPLACE AT BEAZ.

Action	Indicator	Date	Responsible Party
25. Continue awareness-raising activities to prevent sexual harassment and sex-based harassment and to publicise the existence of the Protocol	No. of activities No. of people reached	Annual	Org. Management

Eneritz Argatxa Izaola

Representing the organisation

Borja López de Guereñu Martínez

Representing the workers