



RIGUAL COMMITMENT TO GENDER EQUALITY

RIGUAL, S.A. undertakes to voluntarily apply the values of Gender Equality in its governance and management and in its policies and procedures.

Rigual, S.A., has implemented in 2021 a Gender Equality Plan, the result of the cooperation between the representatives of the workers and the management of the company that deals, among others, with the following aspects:

- Commitment of the top management.
- Diagnosis
 - Qualitative Analysis
 - Selection and Hiring Process.
 - Professional Classification.
 - Training.
 - Professional Promotion.
 - Working conditions.
 - Work / life balance.
 - Female underrepresentation.
 - Salary audit and salary record.
 - Prevention of sexual harassment.
 - Gender Violence.
 - Occupational safety, health and equipment.
 - Communication of the Gender Equality Plan.
 - Quantitative Analysis:
 - Selection and Hiring Process.
 - Professional Classification.
 - Training.
 - Professional Promotion.

The company is committed to continue working and implementing Gender Equality projects, allocating the necessary resources from the Project Management and Human Resources departments.

RIGUAL, S.A.
Autovía A-2, Km./442
Tel. 974 47 41 50 | Fax 974 47 20 75
22520 FRAGA (Huesca)

Juan Ramón Sánchez Tabuenca
Director General RIGUAL, S.A.
Fraga, Marzo de 2021



As a result of the commitment of the entire company to Gender Equality, the following actions have been completed

- Our Gender Equality Plan was registered with the regional government (Aragón) on 12th march 2021.
- As Signatory Partner of the Spanish Network of the Global Compact, Rigual has taken part in the Target Gender Equality Project, promoted by the UN Global Compact and committed to public Equality objectives.
- Since November 2020, we participate in the **Women's Empowerment Principles (WEPs)** project.
- The company has implemented and approved the Declaration of Principles and Commitment of the management of Rigual, S.A., regarding sexual harassment.
- The Annual Sustainability Report of Rigual, S.A, corresponding to the financial year 2020, includes criteria related to Gender Equality
<https://rigual.es/wp-content/uploads/2020/12/Memoria-de-Sostenibilidad-Rigual-SA-2020.pdf>
- The Spanish Network of the UN Global Compact published on June 2020 a Good Practice of Rigual, S.A, regarding Gender Equality, and work/life balance.
<https://compactlink.pactomundial.org/plataforma-buenas-practicas-comparte-buenas-practicas>

Convenio o Acuerdo: RIGUAL, S.A.
Expediente: 22/11/0006/2021
Fecha: 12/03/2021
Asunto: COMUNICACIÓN DE INSCRIPCIÓN (SIN PUBLICACIÓN)
Destinatario: CARLOS RIGUAL ISABAL
Código 22100052112021.

Visto el texto del Plan de Igualdad de la empresa RIGUAL S.A., aprobado por acta de fecha 1 de marzo de 2021 y suscrito por los integrantes de la Comisión Negociadora de dicha empresa, de conformidad con lo dispuesto en el artículo 5 del RD 901/2020, de 13 de octubre, por el que se regulan los Planes de Igualdad.

De conformidad con lo dispuesto en el artículo 90, apartados 2 y 3, del texto refundido de la Ley del Estatuto de los Trabajadores, aprobado por el Real Decreto Legislativo 2/2015, de 23 de octubre y en relación con el artículo 2.1.f) del Real Decreto 713/2010, de 28 de mayo, sobre Registro y Depósito de Convenios Colectivos, Acuerdos Colectivos de Trabajo y Planes de Igualdad, esta Subdirección Provincial de Trabajo de Huesca,

ACUERDA

Proceder a la inscripción del Plan de Igual de la empresa RIGUAL S.A. en el Registro y Depósito de Convenios Colectivos, Acuerdos Colectivos de Trabajo y Planes de Igualdad de esta Subdirección Provincial, con notificación al presentador.

SUBDIRECTORA PROVINCIAL DE TRABAJO,
ANA JOSÉ MAUREL GARCÉS

C/ Ricardo Del Arco, nº 6, 2ª Planta
22003 HUESCA
Tel. 974 29 30 17
FAX 974 29 32 47
Código DIR3: A02029301