



# **PLAN FOR GENDER EQUALITY**

2021

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## MARTIFER GROUP

With more than 30 years of proven experience, Martifer Group works in the areas of Metallic Constructions, Naval Industry, Oil & Gas and Renewable Energy.

Martifer began its activity in 1990 in the steel structures sector. Listed in the stock exchange since 2007, today it is a global industrial Group with about 1,400 employees.

Despite the fact that in 2014, following the defined strategic decisions, Martifer concentrated its activity in the metallic constructions sector, it subsequently came to give relevance to the Naval Industry through the construction and repair of vessels. Over the years, this has also become a strategic business segment of great predominance for the Group.

The Group, whose holding is Martifer, SGPS, S. A., also develops other activities and manages financial participations, namely in the Renewables segment, through the promotion and development of wind farms, and in the Oil & Gas sector, with a special focus on Industrial Maintenance.

### **Metallic Constructions**

Martifer Metallic Constructions is a globally recognised player in this sector. It provides global and innovative engineering solutions in the segments of metallic constructions, aluminium and glass façades, and oil & gas.

### **Naval Industry**

With two shipyards in Portugal, with the capacity to build, repair and convert medium and large-sized vessels, the naval area already has a portfolio of reference.

### **Renewables**

Martifer Renewables is a renewable energy developer, especially in the development of wind farms and PV solar parks.

## 1. IN THE DIRECTION OF EQUALITY

Martifer celebrates 30 years of activity in 2020! This year that is so special to the Group was also the year in which humanity was blown away by the Covid-19 pandemic.

Martifer's 30-year anniversary announced several commemorative events, team initiatives and a strategy focused on the company's values and mission. We postponed the events, but we did not postpone the strategy for 2020. Although the pandemic occupies greater importance in communication, initiatives and internal activities, there was room, within the imposed constraints, to develop some of the commitments of our plan for gender equality.

When we started implementing the gender equality plan in 2019, the intervening team felt a change; gender equality became a cross-cutting issue in the various dimensions of the Group. Despite the fact that we already had human resources policies and practices aligned with equality, despite the fact that we talk about equality on symbolic dates, our attention and awareness changed. We have surprised our people with subjects that had never been addressed; we have raised discussions; we have talked more about equality.

Martifer is an industrial group in the construction sector, which, by the nature of the work, evolved into an intrinsically male sector. On the other hand, despite the developments of recent decades, the areas of technology and engineering still have a small representation of the female sex.

Based on the results of the diagnosis, the 2021 equality plan brings measures that focus on our current reality and on this disparity that we highlight, as well as others that project a more equal future, in and outside the company. The plan covers the following dimensions: Strategy, Mission and Values, Access to Employment, Equality in Work Conditions, Training, Parental Protection and Reconciliation between personal and professional life, with 7 objectives and 15 measures. We present the status of Martifer Group's Plan for Gender Equality below, as well as the plan of the initiatives for 2021.

## 2. MEASURES TO BE IMPLEMENTED IN 2021

### 1. Safeguard the principles of gender equality and non-discrimination

MEASURES	INDICATORS	Person Responsible	AIM	STATUS	SCOPE	BUDGET
Integrate and promote the Principle of Gender Equality and Non-discrimination in the main documents of the company	Inclusion of the Gender Equality theme in the Code of Ethics and Conduct.	HR Dept. Internal Communication	100%	Completed	Collaborators in general	It does not involve costs
	Inclusion of the Gender Equality theme in the Group's reception procedures.	HR Dept. Internal Communication	100%	Completed	Collaborators in general	It does not involve costs
	Publish updates related to the gender equality theme in the internal network, corporate TV, website, internal e-mail and social areas.	HR Dept. Internal communication	100%	In force	Collaborators in general	It does not involve costs
	Disseminate the materials made available by the Commission for Citizenship and Gender Equality and other material prepared internally.	HR Dept. Internal Communication	100%	In force	Collaborators in general	It does not involve costs
	Include in the company's values the commitment to promote equality between men and women.	Board of Directors	100%	2021	Collaborators in general	It does not involve costs
Include the gender variable in all management instruments of the company (diagnosis and reports)	Segregate information by gender in all management reports.	HR Dept. Internal Communication Consolidation and Reporting	100%	In force	Collaborators in general	It does not involve costs
Sensitise on the issue of gender equality in today's society	Promote events that sensitise to the issue of gender equality at work and in social life.	HR Dept. Internal Communication	1 Event	2021	All collaborators	It does not involve costs
	Introduce the theme at the Group's Staff Meeting.	Board of Directors Internal Communication	1 Event	2021	Participants in the event	It does not involve costs
	Include in the company's 30-year celebrations - speakers that discuss The Role of Women in Engineering.	HR Dept. Internal Communication	1 Event	2021	Participants in the event	It does not involve costs
	Extend the Committee on Equality to representatives of the most relevant/ expressive areas of the organisation.	Board of Directors HR Dept. Internal Communication	100%	2021	Responsible people for the functional areas	It does not involve costs

## 2. Promote collaborator participation in the definition of measures relating to Gender Equality and Non-discrimination

MEASURES	INDICATORS	Person Responsible	AIM	STATUS	SCOPE	BUDGET
Satisfaction Survey that includes a set of questions on gender equality in the Group.	Apply an internal questionnaire and the respective analysis and data processing.	HR Dept. Internal Communication	100%	2021	Collaborators in general	It does not involve costs
Disclosure of a specific e-mail box.	Activities on the promotion of the specific communication channel (e-mail)	HR Dept. Internal Communication	100%	In force	Collaborators in general	It does not involve costs

## 3. Use and include in internal and external communications the Gender Equality dimension

MEASURES	INDICATORS	Person Responsible	AIM	STATUS	SCOPE	BUDGET
Identify guidelines for the use of inclusive or neutral language and information without resorting to discriminatory images.	Introduction of the Gender Equality theme in the routine 30-minutes of Safety and psychosocial risks.	QSE HR Dept. Internal communication	100%	In force	Collaborators in Portugal	It does not involve costs
	Create a list of terms and examples to be used.	Internal Communication	100%	Completed	Collaborators in general	It does not involve costs
	Disaggregate data in the presentation of management reports and in the sustainability report	HR Dept. Internal communication Consolidation and Reporting	100%	In force	Collaborators in general	It does not involve costs
Give visibility to women who occupy management positions in Martifer internally and in recruitment campaigns.	Interviews and share of testimonies of women in management positions at Martifer.	HR Dept. Internal communication	100%	In force	Collaborators in general	It does not involve costs
Raise awareness of female students in the areas of technology and engineering where they are under-represented	Carry out communication events and campaigns, directed to female children of collaborators, which have as their main objective to foster curiosity on engineering and construction.	HR Dept. Internal communication	100%	In force	Collaborators in general	It does not involve costs
Reformulate the Onboarding Handbook	Deliver the reformulated Onboarding Handbook with all information regarding the rights and duties of collaborators.	HR Dept. Internal communication	100%	2021	Collaborators in Portugal	It does not involve costs

## 4. Ensure the conditions of the Principle of Gender Equality in the Management of Human Resources

MEASURES	INDICATORS	Person Responsible	AIM	STATUS	SCOPE	BUDGET
Positive discrimination in favour of the under-represented sex in recruitment and selection	Training that includes checks on deviations for recruitment technicians;	HR Dept.	100%	2021	Collaborators HR Dep.	1,500 €
	Awareness of the Board on Directors and intermediate management that usually participate in interviews with the HRD;	HR Dept. Internal communication	100%	2021	Collaborators in general	It does not involve costs
	Introduction of a text at the end of each Martifer job post demonstrating respect for equal opportunities and non-discrimination.	HR Dept. Internal communication	100%	In force	Collaborators in general	It does not involve costs



MEASURES	INDICATORS	Person Responsible	AIM	STATUS	SCOPE	BUDGET
Develop guidelines in the context of the Assessment of Competences that point to the prevention of discrimination	Include in the whole process of Performance Assessment guidelines issued by the organisation.	HR Dept. Internal communication	100%	In force	Collaborators in general	It does not involve costs

### 5. Promote the integration of the theme of Gender Equality in the training plan

MEASURES	INDICATORS	Person Responsible	AIM	STATUS	SCOPE	BUDGET
Include the Gender Equality theme in Martifer Group's Training Plan.	Introduction of a training session on Gender Equality.	HR Dept.	100%	Training Plan 2020/2021	Committee on Gender Equality	To be budgeted

### 6. Promotion of parenting protection

MEASURES	INDICATORS	Person Responsible	AIM	STATUS	SCOPE	BUDGET
Disclosure of parking spaces reserved for pregnant collaborators.	Disclosure by communication	HR Dept. Internal communication Rent-a-Car	100%	In force	Pregnant collaborators of the head office building	It does not involve costs
Concession and improvement of existing areas for mothers who breastfeed to use during working hours for the extraction of breast milk.	Creation of two new rooms	HR Dept. Internal communication	2	2021	Breastfeeding mothers	800 €

### 7. Promotion of the reconciliation of work life with family and personal life

MEASURES	INDICATORS	Person Responsible	AIM	STATUS	SCOPE	BUDGET
Development and promotion of actions and protocols that facilitate the reconciliation of work hours and family life	Establish protocols with entities in the areas of Education and Health and Well-Being	HR Dept. Internal Communication	2	2021	Collaborators in Portugal	It does not involve costs
	Promote the Health Promotion Programme 2021	HR Dept. Internal Communication	100%	In force	Collaborators in Portugal	500 €

## 3. FOLLOW-UP AND REVIEW

The Human Resources Direction and the team set up for the gender equality issues will be responsible for the implementation, follow-up and monitoring of this plan. The plan presented has been defined for 2021. It will be monitored every six months and reviewed annually by evaluating the achievement of the aims set for each of the measures, with the purpose of integrating new and/or readjusting existing ones.