Equality Plan
2026-2030

Institut Químic de Sarrià CETS Fundació Privada

Universitat Ramon Llull

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To facilitate the readability of the document, the masculine gender is used in a generic sense and should in no way be interpreted as reflecting any bias. This explanatory note serves, in any event, to remind you of IQS's commitment to promoting equality and non-discrimination in all forms of language expression and use.

1 INTRODUCTION

L'Institut Químic de Sarrià (hereinafter, IQS), as an institution committed to the development of a fairer, more inclusive and equitable society, adopts as a guiding principle the effective guarantee of the right to equality of treatment and opportunities between women and men, as well as non-discrimination in the workplace.

Within this framework, IQS approved its first Equality Plan in 2021, through which the foundations were laid for the integration of gender equality into the organisation's management. During the term of this first plan, various actions have been implemented aimed at promoting an organisational culture based on equality, diversity and respect, as well as giving effect to the agreed measures.

Once the period of validity of the first Equality Plan had ended, IQS is driving the development of the present Second Equality Plan (2026-2030), with the aim of continuing and consolidating the progress made, as well as incorporating new measures aimed at correcting the inequalities identified and at reinforcing the cross-cutting integration of the principle of equality within the organisation.

The present Equality Plan has been developed on the basis of the corresponding diagnostic analysis of the situation regarding equality between women and men, carried out using up-to-date, gender-disaggregated data, which has enabled the identification of the main areas for improvement. Based on this diagnostic analysis, the objectives, measures and indicators that structure the Plan have been defined.

The procedure for the elaboration and negotiation of the Plan has been carried out in accordance with the provisions of Royal Decree 901/2020 of 13 October, regulating equality plans and their registration, as well as with the rest of the applicable legislation, particularly Organic Law 3/2007 of 22 March, for the effective equality of women and men.

To this end, the corresponding Equalities Plan Negotiating Committee has been established, composed of the company's representation and the legal representation of the workers, in accordance with current legal requirements. This commission has actively participated in all phases of the process, including the preparation of the diagnostic, the definition of objectives and measures, as well as the negotiation and approval of the present Plan.

The IQS II Equality Plan applies to the entire workforce and constitutes a strategic instrument for the effective implementation of equal treatment and opportunities, as well as for the prevention of any form of discrimination on the grounds of sex within the organisation.

The Plan is structured into the following sections: introduction, contextualisation of the organisation, regulatory framework, scope of application and duration, situation analysis, definition of axes, objectives and measures, and system for monitoring, evaluation and review.

2 HISTORY AND CONTEXTUALISATION OF IQS

The Institut Químic de Sarrià CETS Fundació Privada (IQS),was founded by the Society of Jesus on 15 August 1905 under the name Chemical Laboratory of the Ebro in Roquetes, Tarragona.

In 1916 it moved to Barcelona, where it took the name Institut Químic de Sarrià (IQS). In 1958, IQS began offering the Chemical Engineering degree, being the first university institution in Spain to do so.

In 1965, by Decree 2459/1965 of 14 August, it was officially recognised as a Non-State Centre for Higher Technical Education to offer courses in Industrial Engineering, specialising in Chemistry.

In 1990, IQS, now organised into two university faculties, became a founding member of Ramon Llull University (URL).

Currently, IQS offers its services through:

- IQS **School of Engineering** and IQS **School of Management**, its two university faculties.
- **IQS Executive Education**, which offers specialised training to professionals and companies.
- **IQS Tech Transfer**, which carries out technology transfer, research and innovation for industry and businesses.
- **IQS Tech Factory**, which promotes entrepreneurship and supports the creation of new science- and technology-based companies.

The academic offering of IQS School of Engineering and School of Management is as follows:

School of Engineering:

Degrees:

- Degree in Chemistry
- Degree in Chemical Engineering
- Degree in Industrial Technology Engineering
- Degree in Biotechnology
- Degree in Biomedical Sciences
- Degree in Pharmacy (in collaboration with the Blanquerna Faculty of Health Sciences)

Masters:

- Master's in Bioengineering
- Master's in Analytical Chemistry
- Master's in Pharmaceutical Chemistry
- Master's in Materials Science and Engineering
- Master's in Chemical Engineering
- Master's in Industrial Engineering

Doctorates:

- Bioengineering
- Chemistry and Chemical Engineering

School of Management:

Degrees:

- Bachelor's Degree in Business Administration and Management
- Bachelor's Degree in Marketing
- Bachelor's Degree in International Business (in conjunction with Sheffield Hallam University and IÉSEG School of Management Paris)
- Degree in Tourism and Hotel Management

Masters:

- Master's in Global Entrepreneurial Management (in collaboration with Loyola Marymount University, Los Angeles, and Fu Jen University, Taipei)
- Master's in International Marketing in a Digital Environment
- Master's in Wealth and Financial Management
- Master's in Industrial Business Management
- Master's in Auditing and Management Control

Doctorates:

- Business and Territorial Competitiveness, Innovation and Sustainability (CETIS)

3 BASIC COMPANY INFORMATION, GENERAL DATA

IQS is a centre for higher technical education operating as a private foundation, in its capacity as an institution linked to the Society of Jesus and a founding member of Ramon Llull University.

The supreme governance of the Foundation is vested in **the Board of Trustees**, which holds the representation of the Foundation and defines the institution's lines of governance. The Board of Trustees is composed of **9 people, 2 women (22.2%)** and **7 men (77.8%),** appointed by the Company of Jesus and elected by vote within it, and a Chairperson, who is responsible for presiding over and directing its meetings. The Chairperson is a man.

The **Management Board** is the body responsible for the management, administration and direction of IQS's activities. It is composed of **11 people, 4 women (36.3%)** and **7 men (63.7%).**

IQS contributes to the economic, scientific and technological development of society by training professionals who are capable of taking on positions of responsibility in the companies and industries in which they join.

IQS organises its educational offering through its two faculties: IQS ***School of Engineering***, which offers scientific and technical studies, and IQS ***School of Management***, which provides studies in the business field.

IQS channels all activities related to the ethical and human dimension of the individual through the *Chair of Ethics and Christian Thought.*

The **IQS *Tech Transfer*** division provides technical services, R&D&I projects and consultancy to industries, companies and public administrations.

IQS *Tech Factory*, the entrepreneurial hub of IQS, aims to promote the entrepreneurial spirit and support the development of new business projects, especially those with a scientific and technical basis and an industrial and transformative character.

IQS *Executive Education* is the division aimed at senior professionals and companies to optimise their technical and managerial competencies.

As a founding member of Ramon Llull University, IQS enjoys great prestige in the national and international academic and scientific community, making it a leading institution in the educational sector.

IQS has a single workplace located at 390 Via Augusta, 08017 Barcelona.

The workers' legal representation is composed of **13 people, 7 women (53.8%)** and **6 men (46.1%).**

The value of equal opportunities between women and men is present in the culture of IQS and is materialised in an organisational management that seeks to promote equality and is set out in Article 50 of the IQS Collective Agreement.

IQS has an **Equality Committee,** the objective of which is to ensure the right to equal treatment and opportunities between women and men, by eliminating discrimination against women within the institution, whatever their circumstances. The Committee is made up of **six people, four women (66.6%)** and **two men (33.3%)**. Of these six members, three are part of the IQS Works Council.

IQS also has a **Safe Environment System**, created by the Society of Jesus and implemented in all its works and institutions in Spain. It is a proactive system, facilitating and promoting a culture of Good Treatment, and at all times works to ensure healthy relationships and safe working environments. The system has a Safe Environment Agent and at IQS there is also a team of **10 people**, **5 women (50.0%)** and **5 men (50.0%)**. The System is supported by a series of protocols designed as a tool to facilitate this cultural change, which can be found published on both the IQS website and its intranet.

COMPANY DETAILS						
Registered Name	Institut Químic de Sarrià CETS Private Foundation					
VAT number	G-58022849					
Registered office	Via Augusta 384-394, 08017 Barcelona					
Legal form	Private Foundation					
Year of incorporation	1905					
Website	https://www.iqs.edu/es					
HEAD OF THE ORGANISATION						
Name	Salvador Borrós Gómez					
Position	Director General					
Equality Officer						
Name	Carlos Bel López					
Position	Director People & Organisation					
ACTIVITY						
Activity Sector	Education					
CNAE	8543					
Activity description	University Education					
Geographical dispersion and area of operation	Barcelona					
Applicable collective agreement	Collective Agreement of the Institut Químic de Sarrià, Centre d'Ensenyament Tècnic Superior Private Foundation					
SIZE						
Workers	Women	187	Men	186	Total	373
Work centres	1					
Annual turnover (€)	€34,470,000					
ORGANISATION OF PEOPLE MANAGEMENT						
Has a personnel department	Yes					
Certificates or equalities recognitions obtained						
Legal and/or trade union representation of workers	Women	7	Men	6	Total	13

4 REGULATORY FRAMEWORK

This Equality Plan has been drawn up in accordance with the applicable regulations:

- ⇒ **Organic Law 3/2007** of 22 March on the Effective Equality of Women and Men.
- ⇒ **Royal Legislative Decree 2/2015** of 23 October, approving the consolidated text of the Workers' Statute Act.
- ⇒ **Royal Decree 6/2019** of 1 March on urgent measures to guarantee equal treatment and opportunities between women and men in employment.
- ⇒ **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 bargaining agreements and collective work agreements.
- ⇒ **Royal Decree 902/2020**, of 13 October, on equal pay between women and men.
- ⇒ **Organic Law 15/2022,** of 1 October, on the integral equality of treatment and non-discrimination.
- ⇒ **Law 4/2023,** of 28 February, for the real and effective equality of trans people and for the guarantee of the rights of LGTBI people.
- ⇒ **Royal Decree 1026/2024** of 8 October**,** which implements the planned set of measures for the equality and non-discrimination of LGTBI people in companies

5 SCOPE AND DURATION

The present Equality Plan applies to all employees of the Institut Químic de Sarrià (IQS), regardless of their contract type, professional group, hierarchical level, place of work or any other employment circumstance.

With regard to external companies providing services to IQS under subcontracting or coordination of business activities contracts, IQS will ensure that they comply with the applicable legislation on equal treatment and non-discrimination, without this implying the direct application of the present Plan to their employees.

The Second Equality Plan will be in force for four years, commencing on 1 September 2026 and ending on 31 August 2030.

The content of this Plan is mandatory and will be subject to monitoring, evaluation and review in the terms established herein.

6 MAIN CONCLUSIONS OF THE GENDER EQUALITY DIAGNOSTIC

The gender equality situation analysis at IQS has been prepared using data from the period between 1 January and 31 December 2024, systematically and disaggregated by sex, in accordance with the matters established in the applicable regulations.

This diagnosis has enabled the identification of the main imbalances and areas for improvement, as well as the detection of established practices that contribute positively to equality of opportunity within IQS.

The main conclusions are presented below.

6.1 Workforce Composition

The IQS workforce presents an overall balance between women and men (50.1% women and 49.9% men). However, this overall balance is not reflected uniformly across the institution's internal structure.

Situations of horizontal segregation are identified:

- The **Teaching and Research Staff (PDI)** group has a higher male presence (57.3% men).
- The **PTGAS** group has a higher female presence (67.3% women).

6.2 Age, length of service and level of education

The analysis by age shows a greater male presence in the older age brackets (especially those over 60), whereas in the younger brackets the distribution is more balanced or with a slight female majority, indicating a trend towards generational balance.

Regarding the level of education:

- The cohort with a doctorate has a higher male presence.
- At the bachelor's and master's levels, female representation is higher.

This distribution reinforces the differences observed in the composition of the academic staff and may affect professional promotion.

6.3 Access to employment and recruitment

No evidence of discrimination has been identified in the selection and recruitment processes, which are based on criteria of merit, ability and transparency.

However:

- Recent hires show a greater inclusion of women, especially in the PTGAS.
- Contract terminations have been concentrated mainly among women within this same group.

These data make it advisable to continue analysing entry and exit flows from a gender perspective.

6.4 Professional classification

Although the overall IQS workforce is balanced, we do find segregation in the professional classification.

As for the PDI, the higher teaching and management categories are predominantly masculinised, while research and many intermediate categories are feminised.

As for the PTGAS, it is predominantly female, with masculinised exceptions in technical fields and at some higher levels of responsibility.

In the academic staff, teaching is masculinised and research is feminised. One could say that a gender role division exists, with permanent teaching and the most prestigious categories being associated with men, and research (often more precarious) with women.

- As for the categories of **the Subgroup I Teaching Staff**, we see that the higher categories are masculinised, with 85.0% men in the full professor category, 66.7% in the associate professor category and 67.4% in the tenured associate professor category. The category dominated by women is that of Assistant Professor Doctor with 66.7% women.
- As for the categories of **Subgroup II: Research Staff,** the senior category of researcher and research collaborator is feminised.

In the PTGAS we find a general feminisation, with highly masculinised exceptions in the ICT subgroup. The Services, Offices and Laboratories subgroup is the most balanced (56.3% women).

As for the categories of the PTGAS subgroups, we find an uneven distribution.

- In **Subgroup I of Professional and Technical Staff**, the senior category of Senior Professional is feminised (66.7% women), whereas the next level up, Professional with Team Coordination, is masculinised (62.3% men).

- In **Subgroup II, Administrative and Office Staff**, the senior category of Senior Manager is masculinised (66.7% men), while the remaining categories are feminised.

6.5 Professional promotion

Regarding promotion, overall, women have had a slightly greater presence in promotions, with 56.5% of women and 43.5% of men. These have been concentrated mainly in the PTGAS, whereas in the PDI promotions have largely favoured men, a fact that reinforces the vertical segregation detected.

This situation may indicate the existence of structural barriers to women's professional promotion, particularly in academic fields.

6.6 Training

No significant differences are detected in access to training between women and men. However, training in technological fields continues to have a predominantly male participation, which may perpetuate inequalities in certain professional areas.

The participation of women and men is balanced.

The commitment to training in equality and inclusive communication for the entire workforce is positively valued.

6.7 Working conditions

No imbalance between men and women is detected with regard to contract type.

As regards working time reduction, there is a balance between men and women when the reduction is by agreement between the employer and the employee. However, it is identified that no men are exercising their right to working time reduction for legal childcare.

6.8 Shared exercise of work-life balance

IQS has an extensive system of leave and conciliation measures, regulated and accessible to the entire workforce.

However, a significant inequality is detected in the exercise of conciliation rights:

- Women make much greater use of care-related leave.
- There is virtually no use of these permits by men.

This highlights an insufficient sharing of care responsibilities, with a potential impact on women's professional careers.

Regarding remote working:

- a greater use is detected among women,
- especially in terms of the number of days,

a fact that suggests it is used as a mechanism for work-life balance, but with a gender bias.

6.9 Representation and organisation

The governing and management bodies show a female under-representation, especially at the highest levels, the Board of Trustees and the Management Board, although there has been an increase in female presence in recent years. By contrast, the legal representation of workers is balanced and the Equality Committee has a higher female presence.

This distribution shows that women's participation is higher in operational and support areas, but lower in decision-making roles.

6.10 Remuneration and remuneration audit

The remuneration analysis, carried out in accordance with current regulations (RD 902/2020), does not detect pay gaps exceeding 25% nor does it identify unjustified pay differences directly attributable to sex.

However, occupational segregation (vertical and horizontal) can have an indirect impact on remuneration, due to the different distribution across categories and levels.

For the job evaluation, the STRATA methodology has been used, which is widely recognised in the field of job evaluations.

6.11 Prevention of harassment and organisational culture

IQS has appropriate protocols, prevention mechanisms and reporting channels. No cases of harassment were recorded during the period analysed.

The existence of the Safe Environment System and the awareness-raising actions already in place are positively valued.

In the communications sphere, an inclusive image is promoted, although it is recommended to systematically consolidate the use of non-sexist language.

6.12 Conclusions

In summary, the diagnosis concludes that IQS has a solid foundation in equality, but it presents structural inequalities that require specific actions, especially in:

- vertical segregation in the PDI
- the underrepresentation of women in decision-making bodies
- the unequal distribution of family leave
- the differential use of remote working

7 AXES OF THE EQUALITY PLAN

In line with the conclusions of the diagnosis, the II Equality Plan is structured around four strategic axes that address the main areas for improvement identified and ensure a comprehensive and cross-cutting approach to equality of treatment and opportunities.

Each axis includes specific objectives and a set of associated measures, with monitoring indicators that allow for the evaluation of their implementation and effectiveness.

7.1 AXIS 1: Equality of opportunity and non-discrimination

AXIS 1: Equality of opportunity and non-discrimination			
OBJECTIVE 1.1. Ensure a working environment free from discrimination and harassment			
Measure	*Responsible*	*Indicator*	*Frequency*
a) Conduct an annual review of the Prevention and Response Protocol for Harassment, with a report on the results	Safe Environment Team	No. of cases managed Report prepared (yes/no)	Annual
b) Annual celebration of the Day of Good Treatment promoted by the Society of Jesus	Safe Environment Team + Equality, Diversity and coexistence	No. of actions carried out % of staff participating	Annual
c) Develop outreach activities for the network of referents: Safe Environment System Team / Equality, Diversity and Convivencia Committee	Safe Environment Team + Equality, Diversity and Coexistence Commission	No. of actions carried out Number of channels on which the network is published	Annual

AXIS 1: Equality of opportunity and non-discrimination			
OBJECTIVE 1.2. Promote shared responsibility and work–life balance			
Measure	*Responsible*	*Indicator*	*Frequency*
a) Publicise the conciliation measures available at IQS. Carry out a collection of improvement proposals.	Equality Committee	Number of dissemination actions Number of proposals collected % of staff who are aware of the measures (next workplace climate survey)	Annual
b) Ensure that training continues to be provided in a way that allows for a good work-life balance.	People & Organisation	% of training courses offered at a compatible time	Annual
c) Implement measures to promote shared responsibility aimed at increasing the use of leave by men	People & Organisation	No. of actions carried out	Annual
d) Annually analyse the use of leave and part-time working by gender.	People & Organisation	% of leave by gender	Annual
e) Provide a lactation room that guarantees privacy and is equipped with the measures required by the relevant regulations	Infrastructure / OHS	Designated space (yes/no) Annual number of users	Academic year 2026-2027 Annual monitoring

AXIS 1: Equality of opportunity and non-discrimination			
OBJECTIVE 1.3. Incorporate the gender perspective into occupational health			
Measure	*Responsible person*	*Indicator*	*Frequency*
a) Incorporate the sex variable into health surveillance	OHS	No. of actions incorporated	Annual
b) Develop health promotion actions with a gender perspective	OHS	Number of actions implemented	Annual

7.2 Axis 2: Sensitisation, training and equality culture

AXIS 2: Sensitisation, training and equality culture			
OBJECTIVE 2.1. Ensure inclusive language and non-sexist communication			
Measure	*Responsible person*	*Indicator*	*Peri*
a) Implement measures for the use of inclusive communication (*training, dissemination of guidelines, for example from the Vives Network of Multilingual Criteria for the drafting of egalitarian texts, signage, etc.*)	Equality Committee + Communication	No. of measures No. of training actions	Annual

AXIS 2: Sensitisation, training and equality culture			
OBJECTIVE 2.2. To provide training in equality and non-discrimination			
Measure	*Responsible*	*Indicator*	*Frequency*
a) Ensure gender and equal opportunities training is included in the permanent training offer for employees.	People & Organisation	No. of training actions % of staff trained	Annual
b) Include in staff onboarding information about the resources that promote coexistence, conflict resolution and intervene in cases of harassment (Safe Environment System, Equality, Diversity and Coexistence Commission + Equality Committee)	People & + Compliance Officer	% of people attended onboarding	Annual
c) To inform employees of the existence of IQS bodies for the detection, advice and support of individuals who may be subject to any form of discrimination and/or harassment.	Equality Committee + Safe Environment + Equality, Diversity and Coexistence Commission	No. of dissemination activities % of staff who are aware of the resources	Annual

AXIS 2: Sensitisation, training and equality culture			
OBJECTIVE 2.3. Raise awareness of and break down gender stereotypes			
Measure	*Responsible person*	*Indicator*	*Frequency*
a) Ensure that the workplace climate survey includes topics of diversity, equality and discrimination	People & Organisation	Number of Questions	Triannual
b) Ensure that women are represented in IQS's institutional representation.	Equality Committee + Communication	Increase the percentage of women at institutional events Compliance 40/60 (yes/no)	Annual

7.3 Axis 3: Balanced representation and governance

Axis 3: Balanced representation and governance			
OBJECTIVE 3.1. Reduce vertical segregation and promote equality in promotion			
Measure	*Responsible party*	*Indicator*	*Frequency*
a) Review of the balanced presence of women/men (40%-60%) in the governing bodies of IQS	Equality Committee	% of women on governing bodies Compliance with 40/60 (yes/no)	Annual
b) Analyse promotions by gender and collective (PDI/PTGAS)	People & Organisation	% promotions by gender Distribution by PDI and PTGAS	Annual

AXIS 3: Balanced representation and governance			
OBJECTIVE 3.2. To promote a balanced presence in decision-making bodies			
Measure	*Responsible party*	*Indicator*	*Frequency*
a) Promote the conduct of a study on the obstacles that hinder the inclusion of women in governing bodies, with proposals for measures to overcome them	Research	Study carried out (yes/no)	Academic year 2028-2029

			Annual monitoring
b) Incorporate gender-disaggregated data into reports and selection processes	People & Organisation	Implementation (yes/no)	Annual

AXIS 3: Balanced representation and governance			
OBJECTIVE 3.3. Ensure equity in working conditions			
Measure	*Responsible*	*Indicator*	*Frequency*
a) Update gender pay audit	People & Organisation	Gap (%)	Annual
b) Analyse contract terminations and reasons, disaggregated by gender	People & Organisation	% of terminations by gender and reason	Annual

7.4 AXIS 4: Communication, transparency and monitoring

AXIS 4: Communication, transparency and monitoring			
OBJECTIVE 4.1. To disseminate the Equality Plan and raise the profile of the Equality Committee			
Measure	*Responsible*	*Indicator*	*Peri*
a) Internal and external dissemination of the content of the Equality Plan.	Equality Committee + Communications	No. of channels / No. of news items % of staff who are aware of the plan	Academic year 2026-2027
b) Translate the Equality Plan into Spanish and English	Equality Committee	Number of versions available	Academic year 2026-2027
c) Internal dissemination of the protocol for name changes for people in the process of changing gender. Submit to the CD for approval, if appropriate.	Equality Committee	No. of channels	Academic year 2026-2027

Axis 4: Communication, transparency and monitoring			
OBJECTIVE 4.2. Improve the information and diagnostic system			
Measure	*Responsible person*	*Indicator*	*Frequency*
a) Include the "sex" variable in all queries that provide information for diagnosis.	People & Organisation	% bases adapted	Annual
b) Periodically update the equality diagnosis data, especially where the gender distribution is unbalanced, so that the effectiveness of the measures adopted can be continuously assessed.	Equality Committee	No. of updates	Annual

8 MONITORING, EVALUATION AND REVISION OF THE PLAN

The continuous evaluation of the Equality Plan aims to verify compliance with the proposed objectives, assess the effectiveness of the measures adopted and make the necessary adjustments to ensure their effectiveness.

This process is conceived as participatory, transparent and based on objective data.

IQS is committed to ensuring sufficient human, technical, material and financial resources for the effective implementation, monitoring, evaluation and review of the measures provided for in this Equality Plan.

8.1 Responsible body for monitoring

The IQS Equality Committee will assume the functions of the Monitoring, Evaluation and Review Commission for this Equality Plan, serving as the body responsible for overseeing the implementation, development and compliance with the measures provided for.

The Equality Committee has the same composition as the Negotiating Committee for the Equality Plan, established in accordance with the provisions of Royal Decree 901/2020 of 13 October.

This body is composed of 6 people in equal numbers:

- 3 people representing the company
- 3 people representing the workers' legal representation (RLT)

The Committee's composition presents a balanced gender representation, with 4 women and 2 men.

The functions of the Equality Committee, in its capacity as the Plan's Monitoring Commission, shall be:

- supervise the implementation and development of the measures provided for in the Plan
- verify the degree of compliance with the established objectives
- analyse the indicators defined for each measure
- interpret the content of the Plan and resolve any issues arising from its implementation
- prepare periodic monitoring and evaluation reports
- propose corrective actions, supplementary measures or amendments to the Plan when necessary
- promote awareness-raising and dissemination activities on equality

The Equality Committee will meet regularly every three months and, on an extraordinary basis, whenever circumstances require or at the request of any of the parties.

A minute will be drawn up for each meeting, recording the decisions made, actions taken, issues identified and, where appropriate, proposals for improvement or revision.

8.2 Monitoring system

Monitoring of the Plan will be carried out continuously through:

- The periodic collection of information relating to the implementation of the measures
- The updating of the indicators associated with each action
- The identification of any deviations from the planned objectives

The Equality Committee will prepare an annual monitoring report, which will include:

- the degree of development of the measures
- the results of the indicators
- the difficulties identified
- the proposed corrective actions

8.3 Evaluation indicators

For each measure of the Plan, specific indicators have been defined, which are set out in each of the actions of the deployed axes.

The indicators will be collected, where possible, in a disaggregated manner by gender and other relevant variables (age, professional group or collective).

8.4 Data collection tools

The following tools may be used to collect data:

- human resources information systems
- internal records (training, promotion, selection, etc.)
- staff surveys
- interviews and focus groups, when deemed necessary

8.5 Worker participation

The participation of workers is a key element for the proper implementation of the Plan.

To this end, communication channels will be provided to enable:

- gather suggestions for improvement
- identify emerging needs
- foster the involvement of workers

Likewise, participation actions such as surveys or specific consultations may be promoted.

8.6 Transparency and accountability

The results of the monitoring and evaluation of the Plan will be communicated internally, through:

- the dissemination of summary reports
- presentation to management bodies where appropriate
- other corporate channels if deemed appropriate

This transparency will ensure accountability and reinforce the institutional commitment to equality.

8.7 Review, update and modification of the plan

The Plan may be subject to review, updating or modifying its objectives, measures, indicators or monitoring systems before the end of its term of validity, in accordance with the procedure set out in this section and in Article 9 of Royal Decree 901/2020 of 13 October, which regulates equality plans and their registration.

In accordance with Article 9.2 of Royal Decree 901/2020 of 13 October, the IQS Equality Plan must be reviewed in any of the following circumstances:

- When necessary, as a result of the monitoring and evaluation results.
- When its lack of adequacy to legal and regulatory requirements, or its insufficiency, becomes apparent as a result of action by the Labour and Social Security Inspectorate.
- In the event of a merger, absorption, transfer or modification of the company's legal status.
- In the event of any incident that substantially alters the company's workforce, its working methods, its organisation or its remuneration systems, including non-application of a collective agreement and substantial modifications to working

conditions, or situations analysed in the situation diagnosis that served as the basis for its elaboration.

- When a court ruling finds the company guilty of direct or indirect discrimination on the grounds of sex or determines that the Equality Plan does not comply with legal or regulatory requirements.

The review, update or modification of the Equality Plan shall be carried out in accordance with the following procedure:

- Any proposal for review or modification must be submitted to the Equality Committee in its capacity as the Monitoring, Evaluation and Review Commission. Proposals must be duly substantiated and, where appropriate, accompanied by the information or documentation justifying them.

- The Committee will analyse the submitted proposal and assess the need to initiate the review or modification process for the Plan. In any event, when any of the circumstances provided for in this section or in the applicable regulations arise, the corresponding negotiation process will be initiated between the company's representation and the legal representation of the workers.

- Negotiations relating to the review, update or modification of the Equality Plan will be conducted in good faith with the aim of reaching an agreement.

The agreed modifications will be incorporated into the Equality Plan by the relevant agreement and, where legally required, will be registered with the competent employment authority.

8.8 Dispute Resolution Procedure

Any disagreement that may arise in relation to the interpretation, application, monitoring, evaluation or review of this Equality Plan will be analysed in the first instance by the Equality Committee, in its capacity as the Monitoring, Evaluation and Review Commission.

For this purpose, any of the parties represented on the Committee may raise the discrepancy in writing, setting out the background, the issue in dispute and the proposed resolution they consider appropriate.

Upon receipt of the communication, the Equality Committee will analyse the matter raised and the parties will negotiate in good faith with the aim of reaching a consensual solution. During this process, the parties undertake to provide the necessary information and to participate actively in seeking agreements that will ensure the correct interpretation, application, monitoring, evaluation or review of the Equality Plan. The deliberations and, where appropriate, the agreements reached will be recorded in the corresponding minutes.

Should it not be possible to reach an agreement within the Equality Committee, the parties may resort to the mediation or autonomous conflict resolution procedures provided for in interprofessional agreements or in the applicable legislation.

The processing of any disagreement shall not suspend the implementation of the measures contained in the Equality Plan, except by express agreement of the parties or when the nature of the issue raised makes it necessary.

July 2026

On behalf of the company

Carlos Bel López Mercè Pedrola Puig Eva Barreda Carrasco

On behalf of the legal representation of the workers

Mª Montserrat Gasser Rubinat Víctor Alonso Ríos Patricia Torruella Barrios

This version of the Plan incorporates the amendments made under the registration procedure. The approval date by the Negotiating Committee remains July 2026.