



Equality Policy

GRUPO TAMOIN S.A. recognises as strategic objective the development of labour relationships based on equal opportunities, non-discrimination and respect to diversity within the company.

Therefore an Equality Plan has been developed to delve in the following objectives:

- To fully and actively integrate the principle of equal opportunities in the company.
- To develop and include in the business management specific measures to help enhance the employability of women.
- To create work procedures in Human Resources that are ruled by the equal opportunity principles when selecting and recruiting staff.
- To integrate the perspective of gender in all the decision-making processes that affect the company's business and labour development.
- To implement family and work balance measures from the equality perspective within the company's internal structure.
- To promote and implement within the company a professional development model based on quality and on equal opportunities between women and men.
- To formally take on the commitment to promote equal opportunities cross-referenced throughout all the actions taken.

