



## Policy on gender equality

In 2013, Metal Apotheka has approved the implementation a plan of a policies on gender equality into the workplace, according to the Organic Law 3/2007, 22-03, to “Igualdad efectiva de mujeres y hombres” and his transposition in to our collective bargaining for the Steel Industry of Zaragoza, BOP Zaragoza 07/24/2012, nº 168). This plan came out by the direction engagement to make Metal Apotheka a better sustainable company, from the social, economic and environmental point of view.

This action is included into the plan that Metal Apotheka has begun in the last years regarding our strategy in the context of Sustainability and Sustainable Environment development. A Strategy which is part of the society behavior from his establishment in 1991. Even at that moment, we have considered as a priority element the engagement with the Environment and the social environment, as well as the workers security and health. An engagement translated to the factory layout and production process in which we choose for the cleanest technologies and we don't use dangerous paints.

Even though, we aren't obliged for the society characteristics to implement this kind of initiatives (Our staff is under the 250 workers), we make ours the commitment of establishment and development of a police on gender equality, without direct or indirect discrimination on grounds of sex, as well as the engagement for the impulse and promoting of measures to achieve the real equality in our society, establishing the equal opportunities between men and women, as a strategic principle of our Business and Human Resources Policies, according the definition of this principle established in the aforementioned Organic law 3/2007. In this way, in every and each one of domain established in this equality plan, from selection to formation, promotion, the salary policies, the conciliation between the personal and professional life and occupational risks and health, we undertake this principle: “the principle of equal opportunity between women and me, taking specially care to the indirect discrimination (indirect discrimination occurs where an apparently neutral provision, criterion or practice would put persons of one sex at a particular disadvantage compared with persons of the other sex.

### COLLABORATES:

