

CIC ENERGIGUNES COMMITMENT TO THE EQUALITY PLAN

Nuria Gisbert Trejo in representation of CIC energigUNE, as General Manager of the entity, and in relation to the Spanish Organic Law 3/2007, of 22 March, for effective equality between women and men, declares her total commitment to guaranteeing the integration of equal opportunities between women and men in the organisation as a basic and transversal principle, establishing it as a strategic principle of our corporate and human resources policies.

She also declares her commitment to the elaboration of the Equality Plan with the objective of developing and promoting measures to achieve real equality in our organization, ensuring equality of treatment and equal opportunities between women and men, without any discrimination on the grounds of sex, either directly or indirectly.

This commitment entails the active participation of people in the processes of reflection and implementation of effective changes in the organization; as well as the contribution of all the necessary information aimed at making a better diagnosis, definition and implementation of the Equality Plan, and the facilitation of participation and consultation with the legal representation of the employees.

To this end, legal representation of the employees will be involved throughout the process, creating for this purpose the Negotiating Committee of the Equality Plan, formed on an equal footing between the company and the legal representation of the staff.

Finally, Mercedes Ellacuría Ubieta is appointed as Gender Equality Officer to promote the progress and expansion of equal opportunities and gender equality at the centre, through the implementation and evaluation of the actions and programmes derived from this commitment.

Nuria Gisbert
General Manager

