

Open Evidence declares its commitment to establish and develop policies that integrate equal treatment and opportunities for everyone, without discriminating on gender, directly or indirectly, as well as by imposing and promoting measures to achieve real equality within our organization and equal platforms for all genders.

An important step to achieve equality is this Gender Equality Plan. The aim of this document is to define the standards necessary to ensure the same treatment between genders in our workplace.

Open Evidence, as a private institution, has implemented this Gender Equality Plan in two different phases:

- Through an exhaustive examination of the inner workings of the company and a detection of the barriers / discriminations that may exist in terms of equality.
- By putting in place measures to correct the detected issues, by implementing them, and by assessing the results of these actions.

Our aim during this process is to promote equal opportunities for all genders as a basic and across-the-board principle.

As a result of these principles and actions, as of the 1<sup>st</sup> of September 2021, our core team is gender balanced. Type of employment contract is equally divided. Age brackets are also similar.

The areas covered with the implementation of the Gender Equality Plan are:

1. Gender equality in recruitment and career progression:
  - Recruitment processes based on objective and non-discriminatory criteria for genders.
  - Equal distribution of job offers between genders, offering, if necessary, incentives to the gender that represents fewer members.
  - Not inclusion of clauses in contracts that imply inequality for temporary and/or part time employees.
2. Gender equality in professional development and leadership:
  - The scheduling of regular training sessions to all employees, based on their specific and general professional needs.
  - Use of a clear, objective, non-discriminatory, and open-gender criteria and processes for promotion and compensation decisions.
3. Work life balance and organisational culture:
  - Flexibility of working hours, as well as day breaks.
  - The scheduling of professional commitment (meetings, training, ...) during workhours only.
  - Freedom to organize longer breaks during the entire natural year.
4. Gender-based inappropriate behaviour:
  - Assessment of physical and mental labour risks from a gender perspective, paying special attention to those specific risks that affect female employees, such as psychosocial and occupational risks during pregnancy and breastfeeding periods.
  - Declaration of the commitment by the company on preventing and eradicating harassment behaviours (if present).
  - On-going communication of this policy to all staff members, emphasizing the responsibility of each of them in guaranteeing a work environment free from inequality and inappropriate actions.
  - Promotion of whistle blowing.

The above has already been implemented to a large extent and will continue to be so through the coming periods. Monitoring of effectiveness is also included in the overall program.

As part of our commitment, the directors sign this document:



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Francisco Lupiáñez Villanueva  
Director at Open Evidence, SL



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Cristiano Codagnone  
Director at Open Evidence, SL