



EQUALITY PLAN 2026-2030

University Hospital Concessionaire are ESPASES, S.A.

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EQUALITY PLAN

CONCESIONARIA HOSPITAL UNIVERSITARIO SON ESPASES, S.A.

Introduction

The principle of equality is recognized both internationally and in our own state legislation.

Specifically, Article 14 of the Spanish Constitution proclaims the right to equality and non-discrimination on grounds of sex. Article 9.2, in turn, requires public authorities to promote the conditions necessary for equality of individuals and of the groups to which they belong to be real and effective.

Likewise, Organic Law 3/2007, of 22 March on Effective Equality between women and men, (hereinafter, "**LOI**"), and Royal Decree-Law 6/2019, of 1 March, on urgent measures to guarantee equal treatment and opportunities between women and men in employment and occupation (hereinafter, "**RD-Law 6/2019**"), are intended to give effect to the right to equal treatment and equal opportunities for women and men, particularly by elimination discrimination on grounds of sex in all areas of life.

This principle of equal treatment is also guaranteed by Law 15/2022 of 12 July on Comprehensive Equal Treatment and Non-Discrimination (hereinafter, "**Law 15/2022**"). The aforementioned Law 15/2022 recognises the right of all people to equal treatment and non-discrimination, expressly establishing that no one may be discriminated against on grounds of sex. More specifically, throughout the various stages of the employment relationship, any restriction, segregation or exclusion on this or any other discrimination ground is prohibited.

Likewise, Organic Law 10/2022 of 6 September on the Comprehensive Guarantee of Sexual Freedom (hereinafter, "**Organic Law 10/2022**") seeks to adopt and implement effective, comprehensive and coordinated policies to ensure awareness, prevention and detection, as well as the punishment of and comprehensive protection from sexual violence in all its forms, including in the workplace.

In the workplace, the aforementioned LOI establishes companies' duty to respect the principle of equality. To this end, it requires them to adopt measures aimed at avoiding any form of discrimination between women and men. Specifically, it refers to the preparation and implementation of an equality plan, as an structured set of measures adopted following a diagnostic assessment, including the necessary

objectives, strategies and practices, together with a system of monitoring and evaluation its implementation.

Furthermore, Law 4/2023, of 28 February, for the real and effective equality of trans people and for the guarantee of the rights of LGBTI people, requires that, in the preparation of equality and non-discrimination plans, trans people be expressly included, with special attention to trans women.

Likewise, Concesionaria Hospital Universitario Son Espases, S.A. (hereinafter, "the **Company**" or "**CHUSE**") is governed by the generally applicable legal regulations, including Royal Legislative Decree 2/2015, of 23 October, approving the revised text of the Workers' Statute Law (hereinafter, the "SW"). More specifically, labour relations in the Company are governed by the provisions of the following collective agreements:

- Collective Agreement for the cleaning sector of buildings and premises in the Balearic Islands (Code of Agreement 07000535011982).
- Collective Agreement for the sector of Hospitalisation, consultation and care health establishments in the Balearic Islands (Code of Agreement 07000345011982).
- Collective Agreement for the Hospitality sector of the Balearic Islands (Code of Agreement 07000435011982).
- State Collective Agreement for Consultancy and Market and Public Opinion Research Companies (Code of Agreement 99001355011983).
- State collective agreement for graphic arts, paper handling, cardboard handling, publishing houses and auxiliary industries (Agreement Code 99000355011982).

CHUSE fully recognises the importance of the principle of equality and expresses its intention to implement a series of measures aimed at improving equal-opportunity conditions in its workplace. The Company also declares its commitment to work-life balance and excellence, since it believes that the highest standards of professional excellence can be maintained while enabling its employees to achieve the necessary balance between their professional, personal and family life.

In addition, CHUSE is committed to creating a diverse environment and is proud to be an equal opportunity employer. All candidates are considered for selection without regard to race, colour, religion, gender, gender identity or expression, sexual orientation, national origin, genetic information, age, or veteran status. In

addition, the Company is committed to complying with fair employment practices relating to citizenship and immigrant status.

The Company's workforce in 2025, which forms the subject of the diagnostic assessment¹, comprises 470 employees: 351 women and 119 men. They perform CHUSE's activities, whose corporate purpose is to exercise the rights and fulfil the obligations arising from the administrative concession awarded under the tender called by the Health Service of the Balearic Islands, as announced in Official Gazette of the Balearic Islands number 169, of November 10, 2005.

In preparing this Equality Plan, the prior diagnosis assessment required by Article 46.1 of the LOI was carried out to identify any discrimination or inequalities requiring measures to eliminate and rectify them.

Likewise, when conducting the diagnosis assessment, the specific criteria indicated in the Annex to Royal Decree 901/2020, of 13 October, which regulates equality plans and their registration and amends Royal Decree 713/2010, of 28 May, on the registration and filing of collective bargaining agreements and collective labour agreements (hereinafter, "**RD 901/2020**") have been taken into account. The conclusions of the diagnosis assessment are set out in **Annex I** of this Plan.

Both the diagnosis assessment and the measures to be included in the Equality Plan were agreed and approved in accordance with Articles 4, 5 and 6 of RD 901/2020, following meetings with the Negotiating Committee on 27 May 2026 and 23 June.

Accordingly, the Plan was agreed and approved:

i) On behalf of the employees:

Rosa Gómez (CCOO)	
Juan José López (USO)	
Eva Colmenero (USO)	
Eva Pimpollo (UGT)	
Miguel Barragán (CCOO)	
Ana María Fernández (UGT)	
Enrique Gomáriz (UGT)	
Fernando Bosch (CCOO)	
Francisca Varón	

¹ The collection of quantitative data on the diagnosis has been carried out from February to April 2026.

ii) On behalf of the Company, by:

Izaskun Davalillo	
Laura Saavedra	
Dolores Conti	

In view of all the above, CHUSE adopts this Equality Plan in accordance with the requirements and matters expressly provided for in articles 46.2 LOI and 7 and 8 of RD 901/2020.

The Equality Plan is a structured set of measures aimed at achieving equal treatment and opportunities between women and men in the Company and eliminating discrimination based on sex. This implies incorporating gender and diversity perspective throughout the Company's management, policies and organisational levels.

Achieving real equality implies incorporating the gender perspective throughout the entity's management, policies, organisational levels and all relevant areas: in access to the Company, recruitment and working conditions, promotion, training, remuneration, work-life balance, occupational health, etc.

Aware of the importance of establishing and implementing an Equality Plan, CHUSE undertakes not only to adopt this Plan but also to implement its measures and comply with the obligations agreed in it.

All the measures established will be carried out through the means and persons provided for this purpose, with the utmost diligence and professional care, with the firm objective of avoiding any type of employment discrimination between women and men, and achieving a balanced representation of women and men as well as avoiding any type of discrimination related to age, nationality, sexual orientation and ethnic origin.

Title One - General Provisions

ARTICLE 1.- APPROVAL AND METHODOLOGY OF THE EQUALITY PLAN.

This Equality Plan has been approved by unanimous agreement of the members of the Negotiating Committee of the CHUSE Equality Plan in order to develop measures to give effect to and ensure compliance with a genuine policy of equality between women and men, and to eliminate any element that may result in differential treatment on grounds of gender, age, nationality and ethnic origin. Specifically, the Negotiating Committee of the CHUSE Equality Plan is made up of the following:

➤ For the Company:

Izaskun Davalillo	
Laura Saavedra	
Dolores Conti	

➤ On behalf of the employees's legal representatives:

Rosa Gómez (CCOO)	
Juan José López (USO)	
Eva Colmenero (USO)	
Eva Pimpollo (UGT)	
Miguel Barragán (CCOO)	
Ana María Fernández (UGT)	
Enrique Gomáriz (UGT)	
Fernando Bosch (CCOO)	
Francisca Varón	

As part of the preparation of the Plan, the information required to conduct a diagnostic assessment was gathered (see **Annex I**). This information was essential in identifying the areas of action and developing the specific measures on which the Equality Plan is based.

To collect this information, qualitative and quantitative questionnaires were used to assess the Company's situation. The quantitative questionnaire focused on the characteristics of the Company and its workforce.

With regard to the qualitative questionnaire, it focused on aspects related to selection, training, promotion, salary policy, work-life balance and communication system in the Company, among others.

Likewise, various documents and information published by the Company were also analysed.

The following diagram shows all the areas examined during the diagnostic phase.



ARTICLE 2.- DEFINITIONS.

In this Equality Plan, different terms defined in accordance with the LOI will be used:

- 1. The principle of equal treatment between women and men** (art. 3 LOI) – It implies the absence of any discrimination, direct or indirect, on grounds of sex, and, especially, those derived from maternity, the assumption of family obligations and marital status.
- 2. Direct discrimination on grounds of sex** (art. 6 LOI) – A situation in which a person is, has been or could be treated less favourably than another person in a comparable situation on grounds of sex.
- 3. Indirect discrimination on grounds of sex** (art. 6 LOI, in relation to art. 6.1 b) Law 15/2022) – The situation in which an apparently neutral provision, criterion or practice causes or is likely to cause persons of one sex to be at a particular disadvantage compared to persons of the other, unless such provision, criterion or practice can be objectively justified in view of a legitimate aim and the means to achieve that aim are necessary and appropriate.

4. Discrimination by association (art. 6.2 a) Law 15/2022) – A situation in which a person, or a group to which that person belongs, is subjected to discriminatory treatment because of their relationship with another person who is affected by a ground of discrimination.

5. Discrimination based on an erroneous perception (art. 6.2 b) Law 15/2022) – A situation of discrimination based on an incorrect assessment of the characteristics of the person or persons discriminated against.

6. Multiple discrimination (art. 6.3 a) Law 15/2022) – A situation of discrimination that occurs when a person is discriminated against simultaneously or consecutively on two or more grounds.

7. Intersectional discrimination (art. 6.3 b) Law 15/2022) – A situation of discrimination that occurs when various causes of discrimination concur or interact, generating a specific form of discrimination.

8. Sexual harassment (art.7 LOI) - Any behaviour, verbal or physical, of a sexual nature, which has the purpose or effect of violating the dignity of a person, in particular when an intimidating, degrading or offensive environment is created.

9. Harassment on the basis of sex (art. 7 LOI) – Any behaviour carried out on the basis of a person's sex, with the purpose or effect of violating their dignity and creating an intimidating, degrading or offensive environment.

Harassment based on sex is a specific type of discriminatory harassment (art. 6.4 Law 15/2022), which encompasses any conduct carried out on the basis of any cause of discrimination with the aim or consequence of violating the dignity of a person or group in which they are part and creating an intimidating, hostile, degrading, humiliating or offensive environment.

10. Discrimination on the basis of pregnancy or maternity (art. 8 LOI) – Any unfavourable treatment of women relating to pregnancy or maternity constitutes direct discrimination on grounds of sex.

11. Positive actions (art. 11 LOI) – These are specific measures in favour of women to correct clear situations of de facto inequality with respect to men. Such measures, which will be applicable as long as such situations persist, must be reasonable and proportionate in relation to the objective pursued in each case.

12. Equal treatment and opportunities between women and men (art. 3 LOI) – This implies the absence of any discrimination, direct or indirect, on

grounds of sex, and especially those arising from maternity, the assumption of family obligations and marital status.

13. Principle of pay transparency (art. 3 of Royal Decree 902/2020, of 13 October, on equal pay between women and men, hereinafter "**RD 902/2020**") – This principle, when applied to the various factors that determine employees' remuneration and to its individual components, makes it possible to obtain sufficient and meaningful information about the value attributed to that remuneration. Its purpose is to identify any direct or indirect discrimination. Such discrimination exists where an employee performing work of equal value, in accordance with the following Articles, receives lower remuneration and the difference cannot be objectively justified by a legitimate aim pursued through appropriate and necessary means. The principle of pay transparency will be applied, among other instruments provided for by law, through the remuneration audit (included in the diagnostic assessment).

ARTICLE 3.- STRUCTURE OF THE EQUALITY PLAN

1. This Equality Plan is structured in two titles, preceded by a preamble relating to the background on equality between women and men.
2. Title I refers to a series of basic aspects that constitute the minimum content of the Equality Plan by virtue of the provisions of Article 46 of the LOI and Article 8 RD 901/2020.
3. Title II of the Equality Plan is structured into 12 chapters, each of them focused on a different subject or area of action. Specifically, the following matters are addressed:

Chapter 1.- Corporate social responsibility: culture and objectives of the organization.

Chapter 2.- Selection and hiring process.

Chapter 3.- Professional classification.

Chapter 4.- Training.

Chapter 5.- Professional promotion.

Chapter 6.- Working conditions and occupational health.

- Chapter 7.- Work-life balance: co-responsible exercise of the rights of personal, family and work life.
- Chapter 8.- Female underrepresentation.
- Chapter 9.- Remuneration.
- Chapter 10.- Prevention of sexual and gender-based harassment.
- Chapter 11.- Gender violence.
- Chapter 12.- Internal and external communication, image and language.

Although RD 901/2020 does not require it, the following matters were included in the diagnosis and, therefore, also in the Equality Plan, which are additional, given the Company's commitment to achieving effective equality:

- Corporate social responsibility: culture and objectives of the organization.
 - Gender violence.
 - Internal and external communication, image and language.
4. Each chapter first sets out the specific objectives for the relevant area or subject and then identifies the corrective measures or measures to promote equality to be implemented by the Company, together with an implementation timetable.
 5. In turn, with respect to each objective, examples of gender indicators have been established that may be used by the Evaluation and Monitoring Committee for the purpose of verifying the correct application of the plan. However, these indicators are illustrative rather than exhaustive, so that the Evaluation and Monitoring Committee may use other indicators to verify the degree of compliance and effectiveness of the objectives set.
 6. Attached as **Annex I** to this Equality Plan is a report on the diagnostic assessment of the Company's situation, negotiated by the signatories of the Equality Plan, together with its main conclusions and proposals, as provided for in articles 7.1 and 8.2.c) of RD 901/2020.
 7. Finally, as **Annex II** to this Equality Plan, a report containing the results of the remuneration audit is annexed, which will remain valid for the same period as

the Equality Plan of which it is part, under the terms established in Royal Decree 902/2020, of 13 October, on equal pay between women and men.

ARTICLE 4.- GENERAL OBJECTIVE OF THE EQUALITY PLAN

1. The main objective of the Equality Plan is to ensure due respect for the principle of equal treatment and opportunities between women and men within the Company, through the elimination of any type of discrimination against women in the workplace, and the promotion of equality between both sexes, as well as the elimination of any discrimination related to age, nationality, sexual orientation and ethnic origin. Transparency and equity are guaranteed in the processes of access to employment, job stability, equal pay in jobs of equal value, training and career progression and a working environment free from sexual harassment and psychological harassment.
2. In light of the foregoing and the findings of the diagnostic assessment, the Plan establishes the specific actions set out in Title II.

ARTICLE 5.- WORKPLACE SCOPE

1. Based on the provisions of article 46.3 of the LOI, the Equality Plan shall apply to all CHUSE employees, both current and future, and to all its workplaces.
2. Likewise, the Company shall inform the companies with which it works of the existence of this Equality Plan, and in accordance with article 11.1 of Law 14/1994, of 1 June, which regulates Temporary Employment Agencies, amended by Law 35/2010, temporary agency workers assigned to CHUSE shall be entitled to the same provisions on equality and non-discrimination as CHUSE employees.

ARTICLE 6.- PERSONAL SCOPE OF APPLICATION

1. The provisions of the Equality Plan shall be binding on and generally applicable to all Company employees, regardless of their contractual arrangements or positions.
2. Likewise, and in accordance with the provisions of article 10.2 of Royal Decree 901/2020, the measures contained in the Equality Plan shall apply to temporary agency workers during the periods of provision of services.

3. Similarly, and in accordance with article 55.3 of 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, trans people are included within the scope of this Equality Plan and, accordingly, measures aimed at women shall also apply to trans women.

ARTICLE 7.- TERRITORIAL SCOPE OF APPLICATION

Based on the provisions of article 46.3 of the LOI, the Plan is applicable to the entire Company, covering, therefore, the workplace where it is located, i.e. the Son Espases University Hospital.

ARTICLE 8.- DURATION

1. The Equality Plan shall be dynamic; its actions shall comply with the principles of reasonableness and proportionality and shall be adapted to the Company's specific circumstances at any given time.
2. To this end, this Plan shall remain in force for four years from the date of its approval, 23 June 2026, until 22 June 2030.
3. In all cases, the Evaluation and Monitoring Committee shall review the content of this Plan annually and may propose amendments to the Equality Plan Negotiating Committee. Additional meetings may also be held at the request of members of the Evaluation and Monitoring Committee.
4. In order to prioritise and specify over time the order in the application of the different actions provided for in the Plan, the implementation schedule for the relevant actions is provided alongside each measure of the Equality Plan. The monitoring and evaluation of the measures of the Plan shall be carried out annually as part of the review undertaken by the Evaluation and Monitoring Committee.
5. Therefore, ordinary meetings shall be held annually, while extraordinary meetings may be convened at either party's request, stating the reason and giving at least 48 hours' notice.
6. In any case, the actions that may be established shall remain in force only for the time strictly necessary to eradicate the discriminatory or unequal situation that they seek to eliminate. If such situations cease or become less severe, the corresponding

measure or action shall be withdrawn or scaled back, as verified through monitoring and evaluation of the Plan.

ARTICLE 9.- MEANS AND RESOURCES MADE AVAILABLE FOR THE IMPLEMENTATION OF THE PLAN.

1. The application of the Equality Plan requires, for its proper development, the allocation of sufficient economic resources to guarantee the implementation of the measures articulated therein. Aware of this, the Company undertakes, in accordance with the principles of reasonableness and proportionality and adjusting to its specific situation at all times, to make available to the Equality Plan sufficient means for its effective application, among which are those indicated below:

a) The role of Equality Officer shall be maintained:

- **Post holder:** Izaskun Davalillo
- **Alternates:** Laura Saavedra

The Equality Officer shall be responsible for driving the Equality Plan and supervising its implementation on a regular, continuous and ongoing basis, and shall be provided with the material resources needed for that work and with all monitoring and evaluation tools specified in the Plan.

The Equality Officer shall be responsible for implementing the measures in the catalogue of actions and shall prepare an annual summary of the actions carried out in the preceding year for submission to the Equality Plan Evaluation and Monitoring Committee.

The role of Equality Officer shall be held by whoever occupies the position of the Company's Human Resources Director. Accordingly, as at the date of approval of the Plan, Izaskun Davalillo, CHUSE's Human Resources Director, is appointed Equality Officer. Her direct contact with Company employees enables her to understand their specific needs and circumstances. Laura Saavedra shall act as Deputy Equality Officer.

The Equality Officer and the Evaluation and Monitoring Committee shall jointly evaluate implementation of the measures proposed in the Equality Plan.

- b) The Evaluation and Monitoring Committee** (hereinafter, "**Equality Committee**"), shall continue to comprise the same members as the Equality Plan Negotiating Committee:

- > Equality Officer: Izaskun Davalillo
- > Company management representative(s): Laura Saavedra.
- > Employee representatives: the same representatives as on the Negotiating Committee.

If, for any reason, a vacancy arises among the members of the Equality Committee, a replacement shall be elected by the members of the party affected by that vacancy.

To perform its functions and assess compliance with the actions set out in the Plan, the Equality Committee shall meet using the organisation's videoconferencing systems or in a meeting room at the Company's premises. It shall meet at least once a year.

Minutes shall be drawn up of the agreements reached by the Committee. In the event of disagreement, the position of each group of representatives shall be recorded therein.

Without prejudice to the statutory powers of the employees' legal representatives, the members of the Equality Committee shall perform the following functions:

- i) Providing information to and raising awareness among the workforce.
- ii) To resolve any doubts of interpretation that may arise from the CHUSE Equality Plan.
- iii) Monitoring, evaluation and periodic review of the Equality Plan, through its meetings.
- iv) To prepare an annual report on the application of the principle of equal treatment and non-discrimination on grounds of sex in CHUSE, following a proposal prepared by the Equality Officer.
- v) To receive comments, complaints or proposals submitted directly to the Committee by any employee that may provide specific data or information about circumstances or factual

situations giving rise to actual or potential discrimination in the matters provided for in this Equality Plan.

In any case, the Equality Committee shall not have the power to alter the content of the Equality Plan, nor may it negotiate the incorporation of new actions. This task shall remain to the Negotiating Committee of the Plan.

c) Allocation of financial resources to improve the current conditions in terms of equality. To this end, the Company will allocate the budget deemed necessary to achieve the actions established within the required time and in the required form.

d) Logistics: for virtual meetings of the Equality Committee, the Company shall provide access through Microsoft Teams (or any other that replaces it in the future) and for face-to-face meetings, a meeting room shall be provided in the facilities of the Hospital where CHUSE operates.

e) Specialist training for the Equality Officer on equality between women and men and non-discrimination on grounds of gender.

f) Specialist training for the members of the Equality Committee. In order to guarantee the quality and effectiveness of this plan, members of the Equality Committee must have training in equality between men and women and non-discrimination based on gender.

g) Specialist training for management positions and personnel involved in the selection and recruitment process, professional classification and promotion. The training will focus on addressing selection and promotion from a gender perspective, as well as on removing cultural barriers related to gender stereotypes.

h) Specialist equal-opportunities training for CHUSE employees. This training shall be delivered online and its primary objective shall be to eliminate existing gender stereotypes.

The above list of means and resources should not be considered closed or exhaustive, but, taking into account the evolution in the application of the objectives established in the Equality Plan, as well as possible unforeseen circumstances, the Company may reinforce, adapt or expand the means provided herein, taking into account reasons of solvency, financial capacity and priority in the achievement of the actions.

ARTICLE 10.- EVALUATION AND MONITORING SYSTEM

1. The Equality Plan must be reviewed when the following circumstances occur:
 - > When required by the findings of periodic monitoring and evaluation, in accordance with the timetable established in the Equality Plan, or when agreed by the Equality Committee.
 - > When action by the Labour and Social Security Inspectorate shows that the Plan does not meet legal or regulatory requirements or is insufficient.
 - > In the event of a merger, takeover, transfer or change of the Company's legal status.
 - > In the event of any incident that substantially modifies the Company's workforce, its working methods, organisation or remuneration systems, including the non-application of collective agreements or the circumstances examined in the diagnostic assessment on which the Plan was based.
 - > In the event that a court decision finds the Company liable for direct or indirect discrimination on grounds of sex or finds that the Equality Plan does not meet legal or regulatory requirements.
2. As a result of the evaluation carried out, the Equality Committee will issue a results report, which will include the necessary data for adequate control and monitoring of the proposed measures. Specifically, the report shall include:
 - > Objective to be achieved.
 - > Corrective action carried out to achieve it.
 - > Date of implementation of the measure.
 - > Any other circumstance that can be mentioned, such as progress or improvements experienced, barriers or impediments observed, level of uptake, effectiveness of the measure, unforeseen events that have arisen, etc.
3. Evaluation and monitoring of the Plan shall assess and oversee implementation of the proposed objectives in order to:

- > Monitor the objectives already implemented and those still pending implementation.
 - > Identify potential barriers or obstacles to implementation, in order to correct or modify the strategy.
 - > To enable an adequate analysis of the changes occurring at CHUSE in matters related to the content of this Equality Plan.
 - > Add, reorient, improve, correct, intensify, scale back or discontinue any measure contained therein depending on the effects observed in relation to the achievement of its objectives.
4. The Equality Officer shall be responsible for promoting, coordinating and monitoring the application of the measures established in the Equality Plan, and must carry out their task on a regular, continuous and permanent basis. However, depending on each of the differentiated areas of action (hiring, remuneration, training, etc.), the Equality Plan shall assign responsibility to other persons for carrying out and coordinating the approved measures.

The monitoring report shall be reviewed and validated by the Equality Committee.

In order to carry out these functions, the Equality Committee shall have the same rights to information and access as the employees' legal representatives.

ARTICLE 11.- PROCEDURE FOR MODIFYING AND RESOLVING DISCREPANCIES IN THE EQUALITY PLAN

1. The Equality Committee shall also be responsible for resolving any possible discrepancies that may arise in the interpretation and application of the content of this Equality Plan.
2. When discrepancies arise within the Equality Committee due to the interpretation, application, monitoring, evaluation or revision of the Equality Plan, the members may, by agreement, refer the dispute to mediation.
3. The modification and alteration of the content of the Equality Plan is the sole responsibility of the Plan's Negotiating Committee.

ARTICLE 12.- PUBLICATION AND PUBLICITY OF THE PLAN

1. The Equality Plan shall be registered in accordance with the provisions of Article 11 of Royal Decree 901/2020, so that it will be publicly accessible.
2. Without prejudice to the foregoing, and to ensure that the staff is aware of it, a copy shall be provided to:
 - the Equality Officer;

all the workforce through the corresponding corporate website and at the time of incorporation of the worker into the workforce through the induction programme.
 - the Equality Committee.