

Gender Equality Guidelines

GEP 2021 – 2024

July 2021

Letter of Commitment

nSOLVER declares its commitment to the establishment and development of policies that integrate equal treatment and opportunities between women and men, without discriminating directly or indirectly on the grounds of sex, as well as to the promotion and encouragement of measures to achieve real equality within the organisation, establishing equal opportunities between women and men as a strategic principle of our corporate and human resources policy.

In each and every one of the areas in which the organisation's activity is carried out, from the selection of professionals to promotion, including salary policy, training, working and employment conditions, occupational health, organisation of working time and conciliation, we assume the principle of equal opportunities between women and men, paying special attention to indirect discrimination, understood as "the situation in which an apparently neutral provision, criterion or practice places a person of one sex at a particular disadvantage with respect to persons of the other sex".

The principles set out above will be put into practice through the implementation of guidelines on gender equality, which will address, among others, the issues of access to employment, professional classification, promotion and training, remuneration, organisation of working time to favour, in terms of equality between women and men, the reconciliation of work, personal and family life, and the prevention of sexual harassment and harassment on grounds of sex. In these matters, actions will be designed to improve the current situation, and the corresponding monitoring systems will be set up, with the aim of making progress in achieving real equality between women and men in the entity and, by extension, in society as a whole.

GEP Team

- **Fernando Rivera** - *nSOLVER Managing Director*
- **Eduardo Font** - *Equality coordinator*
- **Representative of external advisors**

Areas of activity

1.- Organizational culture.

2.- Gender equality in leadership and decision making.

3.- HR management: selection and hiring processes, training and promotion.

4.- Compensation policy.

5.- Work-life balance.

6.- Measures against gender-based violence including sexual harassment.

7.- Inclusive and non-sexist communication.

8.- Integration of gender in research content.

Diagnosis - Data collected by sex

Table 1 – Staff composition (2021)

	No. of persons	%
Total headcount	4	100 %
Men	3	75,00 %
Women	1	25,00 %

The company nSOLVER is made up of three male founders of the entity and a woman who joined in 2021 to cover a new business activity.

Table 2 – Decision-making responsibility (2021)

	No. of persons	%
Total headcount	2	-
Men	1	50,00 %
Women	1	50,00 %

Decision-making responsibility is balanced between men and women.

Table 3 - Types of labor contracts (2021)

	Fixed	%	Eventual	%
Men	3	100 %	--	--
Women	--	--	1	100 %

The jobs generated in the company are stable and only the woman who joined the company in 2021 has a temporary contract as she is still in the period prior to the permanent formalisation of the contract.

Diagnosis - Data collected by sex

Table 4 - Distribution of personnel by age (2021)

	< 30 años	%	30 - 40 años	%
Total headcount	1	25,00 %	3	75,00 %
Men	1	100 %	2	66,67 %
Women	--	--	1	33,33 %

It is a young workforce as it is a company driven by young entrepreneurial technologists.

Table 5 - Length of service in the company (2021)

	> 15 years	%	10 - 15 years	%	5 - 10 years	%	< 5 years	%
Total headcount	--	--	3	75,00 %	--	--	1	25,00 %
Men	--	--	3	100 %	--	--	--	--
Women	--	--	--	--	--	--	1	100 %

All of the company's employees have had long-term careers with the company except for the woman who has just joined in 2021.

Table 6 - Level of education (2021)

	University Graduate	%	VT Technician	%
Total headcount	3	75,00 %	1	25,00 %
Men	2	66,67 %	1	100 %
Women	1	33,33 %	--	--

All employees of the entity are university graduates (75% - 3) or vocational training technicians (25% -1).

Actions plan

1. Organizational culture

Action	Responsible	Resources	Deadline
Raise awareness, train and educate all levels of the organization on the principles of equality and non-discrimination.	Eduardo Font	Own	December-2022
Publicize internally and externally the company's commitment to Gender Equality.	Fernando Rivera	Own	March-2022

2. Gender equality in leadership and decision making.

Action	Responsible	Resources	Deadline
Maintaining gender equality in decision-making positions	Fernando Rivera	Own	December-2022

3. HR management: selection and hiring processes, training and promotion

Action	Responsible	Resources	Deadline
Review the selection and promotion processes with a gender perspective, so that they only refer to objective criteria.	Fernando Rivera	Own	December-2021
Raising awareness of equality issues among the entire workforce.	Eduardo Font	Own	March-2022
Ensure that training, in general and when organized internally, is carried out during hours compatible with work-life balance.	Eduardo Font	Own	March-2022

4. Compensation policy

Action	Responsible	Resources	Deadline
Guarantee equal pay for men and women for the same responsibilities and tasks, reviewing (according to current legislation) pay under direct and indirect discrimination factors.	Fernando Rivera	Own	December-2022

5. Work-life balance

Action	Responsible	Resources	Deadline
Give visibility to all the work-life balance measures implemented in the company, promoting equality in the fulfillment of family responsibilities	Eduardo Font	Own	December-2022
Simplify labor regulations so that the entire workforce is aware of the fundamental aspects in terms of compensation policy, promotion, work-life balance, etc.	Fernando Rivera	Own	March-2022

6. Measures against gender violence including sexual harassment.

Action	Responsible	Resources	Deadline
Development of an anti-bullying protocol.	Fernando Rivera	Own	December-2022
Communication to all personnel of the measures to be adopted in situations of gender-based violence, including sexual harassment.	Eduardo Font	Own	December-2022

7. Inclusive and non-sexist communication

Action	Responsible	Resources	Deadline
Review the communication carried out through different media (web, internal/external communication, scientific/technical, informative, videos, events, etc.) and make improvements so that communication is inclusive.	Fernando Rivera	Own	June-2022
Preparation of a Best Practices Manual on inclusive language and content.	Eduardo Font	Own	September-2022

8. Integration of gender in research contents

Action	Responsible	Resources	Deadline
Doctors and technologists in different scientific-technical disciplines with the presence of both genders.	Fernando Rivera	Own	December-2022
Review of coordination and research teams in competitive projects and private R&D contracts.	Fernando Rivera	Own	December-2022



nSOLVER

Nuevas Soluciones Virtuales