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# EQUALITY PLAN FOR 2020

(SEPTEMBER 2019)

## Introduction

Law no. 62/2017, of 1 August, adopting the scheme for balanced representation of men and women in the Board of Directors and Audit Boards of corporate state-owned enterprises and listed companies, obliges listed companies to draw up and disclose annual equality plans. The goal is to effectively enforce equal treatment and opportunities between women and men, promoting the elimination of discrimination based on gender and making it possible to balance personal, family and professional life, in accordance with Article 7 therein.

Semapa believes that, more than compliance with a legal obligation, the pursuit of measures aimed at ensuring equality between women and men is an essential endeavour of socially responsible management; it fosters a better performance of the organisation and helps develop and attract new Talent.

Consequently, the present equality plan, drawn up by Semapa, incorporates the provisions of Article 7 of Law No. 62/2017, of 1 August, and follows the guidelines contained in the "Guide for the Preparation of Equality Plans (annual)".

The present plan is an evolving document which will be reviewed and approved on an annual basis.

## Semapa as a holding and as a separate company

As a holding company, Semapa consolidates the financial and non-financial information with its subsidiaries, as is required by law, but such consolidation does not and may not correspond to management consolidation.

Consequently, Semapa has a global and holistic overview for the entire economic group and exercises its shareholder functions in relation to its subsidiaries, by seeking to share common

values and principles. This vision is reflected in the Deontological Principles adopted by the Board of Directors in 2002, applicable to subsidiaries where the obligation of non-discrimination is expressed, among others: *“In the company's internal relations and with third parties, Semapa employees must not discriminate or accept discrimination in any way, on the basis of descent, gender, race, language, national origin, religion, political convictions or ideologies, education, economic situation or social status.”*

Furthermore, since the adoption of the Deontological Principles, Semapa has always deemed "equal opportunities" to be a critical and fundamental principle in labour relations, which is elaborated on in our sustainability report.

In addition to a Group vision and the intended alignment between Group companies, Semapa makes its individual choices as a separate company, which it will lay out in this plan. The choices are such as deemed most appropriate to its reality and size, while fostering the sustainable implementation of such measures in the company. All of which is carried out notwithstanding the obligation of reporting on such matters in consolidated terms in the sustainability report.

## The Plan

### A. Dimensions of the intervention

#### 1. Company Strategy, Mission and Values

Objectives	Measures	Responsibility	Target / indicators
<b>Acknowledging publicly (internally and externally) the commitment to promoting equality between women and men</b>	Review of the Deontological Principles: Transition of the reference “non-discrimination” into “ensuring equality”	Management Board	Full implementation by 2020
	Strategic plan: Clear reference to the focus on ensuring equal treatment	Management Board	Full implementation by 2020

Objectives	Measures	Responsibility	Target / indicators
	and opportunities between women and men		
<b>Ensuring implementation of the Equality Plan, and the control, monitoring and sustainability thereof</b>	Setting up of measurable strategic targets for promoting equal treatment and opportunities between women and men	Management Board / Human Resources area	2020
	Setting up a working group mandated to diagnose needs felt and submit proposals for change to the Board of Directors / Management for approval	Management Board / Human Resources area	2020 – Constitution and functioning of the “Working group for Equality” 2021 – Assessment of conclusions and adoption of measures deemed appropriate
<b>Encouraging male and female employees to take part in the promotion of equality between women and men</b>	Ensuring that the “Working Group for Equality” will be composed fully or mostly of male and female employees of the Semapa Group	Management Board / Human Resources area	2020

## 2. Equality in access to employment

Objectives	Measures	Responsibility	Target / indicator
<b>Overcoming structural barriers to the equality between women and men and fostering greater balance between women and men in the company</b>	Instructing internal managers and external entities in charge of selection and recruitment to guarantee minimum representation of 40% of each gender among the	Human Resources area	2020

Objectives	Measures	Responsibility	Target / indicator
	applications during recruitment by the company		

### 3. Initial and Life-long Training

Objectives	Measures	Responsibility	Target and indicators
<b>Promoting a culture of equality between women and men in the workplace and fostering management and work practices in line with such culture</b>	Training provided to the Human Resources area on gender equality and diversity (without prejudice to later advancing with more extended training initiatives)	Human Resources area	2020

### 4. Parenthood Protection

Objectives	Measures	Responsibility	Target / indicators
<b>Guaranteeing the right to parental leave for male and female employees</b>	Analysing the appropriateness of granting male and female employees additional support for parenthood which is not provided for in the law	Management Board / Human Resources area	To be addressed by the “Working Group for Equality” and under the targets set for it

## 5. Balance between Professional, Personal and Family life

Objectives	Measures	Responsibility	Target / indicators
<b>Promoting balance of personal and family life with professional life of male and female employees</b>	Looking into more flexible work initiatives for better management of the professional, family and personal life of male and female employees	Management Board / Human Resources area	2020 - 2021
	Analysing opportunities and negotiating protocols, preferably without costs for the company, aiming to supporting employees, their children and equivalent persons	Human Resources area	2020 (Ongoing)
	Analysing the feasibility of implementing in the Group's companies best practices that already exist in some companies concerning benefits for providing support to employees' children.	Human Resources area	2020

### B. Implementation of the Plan

The implementation and enforcement of Semapa's Equality Plan, as well as the commitment that all the necessary resources are provided, will be the responsibility of the Executive Committee and the Human Resources area, which will monitor, with the support of the "Working Group for Equality" that Semapa undertakes to set up, compliance with the measures and targets set and annually review the plan, identifying potential improvements and new measures to be implemented.