
EQUALITY PLAN FOR 2021

(SEPTEMBER 2020)

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 continues to believe 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 attract and develop 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 is 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.

Impact of the Covid 19 pandemic in 2020

The COVID reality we are experiencing in 2020 has impacted the pace of fulfilment set out in the Equality Plan for 2020, by accelerating some of the measures which were programmed (e.g. measures to improve the reconciliation of family life with work) and others to be implemented (e.g. access to employment).

Thus, the Plan for 2021 maintains some of the measures programmed for 2020, which remain current and adequate and shows progress in relation to what has already been achieved.

The Plan for 2021 and progress made in 2020

A. Dimensions of the intervention

1. Company Strategy, Mission and Values

Objectives	Measures	Responsibility	Target / indicators (w/ progress in 2020)
Acknowledging publicly (internally and externally) the commitment to promoting equality between women and men	Review and internal disclosure of reviewed Deontological Principles: Transition of the reference “non-discrimination” into “ensuring equality”	Human Resources area	Partial implementation in 2020 and completion by 2021
	Strategic plan for 2021: Clear reference to the focus on ensuring equal treatment and opportunities between women and men	Management Board	Full implementation by 2021
Ensuring implementation of the Equality Plan, and the control, monitoring and sustainability thereof	Setting up of measurable strategic targets for promoting equal treatment and opportunities between women and men	Management Board / Human Resources area	Not yet implemented in 2020. Full implementation by end of year and in 2021
	Setting up a Working Group for Equality, mandated to diagnose needs felt and submit proposals for change to the Board of Directors / Management for approval in the context of Equal	Management Board / Human Resources area	Group created in 2020. 2021 – Assessment of proposals and adoption of measures adopted

Objectives	Measures	Responsibility	Target / indicators (w/ progress in 2020)
	Opportunities for Men and Women		
Encouraging male and female employees to take part in the promotion of equality between women and men	Putting the topic Plan for Equality on the agenda of the team meetings, and providing space for all employees to take part in the discussion	Management Board / Human Resources area	2021

2. Equality in access to employment

Objectives	Measures	Responsibility	Target / indicator (w/ progress in 2020)
Overcoming structural barriers to the equality between women and men and fostering greater balance between women and men in the company	Instructing internal managers and external entities in charge of selection and recruitment to guarantee minimum representation of 40% of each gender among the applications during recruitment by the company	Human Resources area	2020: Implemented Still in force in 2021 (Ongoing)

3. Initial and Life-long Training

Objectives	Measures	Responsibility	Target and indicators (w/ progress in 2020)
Promoting a culture of	Promote training on	Human Resources	Not yet implemented

equality between women and men in the workplace and fostering management and work practices in line with such culture	gender equality and diversity	area	in 2020 due to the contingencies in the year Expected to be implemented by end of year and in 2021
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4. Parenthood Protection

Objectives	Measures	Responsibility	Target / indicators (w/ progress in 2020)
Guaranteeing the right to parental leave for male and female employees	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	Initiated in 2020, and to be continued in 2021

5. Balance between Professional, Personal and Family life

Objectives	Measures	Responsibility	Target / indicators (w/ progress in 2020)
Promoting balance of personal and family life with professional life of male and female employees	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: Teleworking scheme and measures for flexible working hours implemented 2021: Measures maintained

	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 since 2020)
	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 (Ongoing since 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 set up in 2020, compliance with the measures and targets set and annually review the plan, identifying potential improvements or new measures to be implemented.

September 2020