

GENDER EQUALITY PLAN

1. Institutional Commitment

The General Management of Discover-IN S.L. declares its firm and active commitment to gender equality as a fundamental principle in the development of its activity.

2. Areas of Action

This plan is structured around the following areas, inspired by the European Commission guidelines for Gender Equality Plans (GEP):

2.1 Work-life Balance and Organisational Culture

- Implement effective measures to reconcile personal and professional life (flexible working hours, teleworking, parental leave).
- Actively prevent sexual, sexist or discriminatory harassment through internal action protocols.

2.2 Gender Balance in Leadership and Decision-Making

- Promote balanced representation of women and men in positions of responsibility, governing bodies, and decision-making.

2.3 Equality in Recruitment and Professional Development

- Ensure transparent, neutral, and unbiased recruitment processes.
- Ensure equal opportunities in career development, training, and internal promotion.

2.4 Prevention of Violence, Discrimination and Harassment

- Adopt an internal code of ethics that prohibits all forms of violence, discrimination, or unequal treatment based on sex, gender identity, sexual orientation, disability, or any other personal or social factor.
- Establish confidential and secure reporting channels with protection guarantees for the whistleblower.

3. Evaluation, Indicators and Monitoring

Discover-IN will establish an annual monitoring system with the following key indicators:

- Percentage of women in the workforce and in managerial positions.
- Number of complaints or interventions in cases of harassment.
- Ratio of women and men in recruitment, training, and promotion processes.

The plan will be reviewed annually and adjusted based on the results obtained.

4. Training and Awareness

All Discover-IN staff will receive specific training on gender equality and applicable legislation.

5. Publicity and Transparency

This plan will be available on the Discover-IN website and may be shared with partner organizations, educational centers, and clients as part of the company's core values.

The image shows a stylized blue signature above the 'DISCOVER-IN' logo. The logo consists of the text 'DISCOVER-IN' in a bold, blue, sans-serif font, with the tagline 'anatomy at your hands' in a smaller font below it.