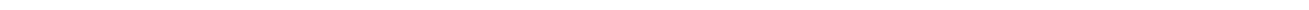


# Plan for equality 2019

Approved by the Board of Directors on December 14, 2018



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## 1. INTRODUCTION

The pursuit of active gender equality policies is a duty arising from the social responsibility of companies and an obligation of all of their employees.

There are also various international studies that confirm the association of Gender Equality with productivity and the creation of value in companies in various manners, namely:

- Optimising the management systems, organisational performance and enhancing the retainment and loyalty of its best human resources;
- Fomenting creativity and innovation, core foundations of competitiveness, and permitting more acute and cooperative decision-making;
- Positively correlating the presence of women in management bodies with the profitability of companies.

The issue of gender equality should, therefore, be taken into consideration in all of the operational aspects of companies.

## 2. FRAMEWORK

The Resolution of the Council of Ministers No. 19/2012, of 8 March 2012, established that all entities of the State corporate sector must adopt a plan for equality aimed at achieving equal treatment and opportunities for men and women, eliminating discrimination and facilitating the reconciliation of personal, family and professional life.

This obligation was extended to listed companies through Law No. 62/2017 of 1 August, which approves the regime of a balanced representation of men and women in the management and supervisory bodies of corporate public sector entities and listed companies, determining in article 7 the obligation to prepare, on an annual basis, plans for equality "aimed at achieving effective equal treatment and opportunities for men and women, promoting the elimination of discrimination on the grounds of gender and fomenting the reconciliation of personal, family and professional life."

Law No. 62/2017 also determined, for listed companies, that the proportion of persons of each sex shall be 20% as of the the first elective general assembly after 1 January 2018 and 33.3% as of the first elective general assembly after 1 January 2020, with regards to the total number of executive and non-executive directors.

The Labour Code, in Subsection III - articles 23 to 65, gives prominence to the subject of gender equality, namely through general positions on equality and non-discrimination, prohibition of harassment, equality and non-discrimination on the grounds of sex and parenting.

The Assembly of the Republic has issued several recommendations to the Government under this topic:

- Resolution No. 116/2012, of 13 July, which recommends the adoption of family appreciation measures to facilitate the reconciliation of family and professional life;
- Resolution No. 260/2017, of 30 November, which recommends the adoption of measures that guarantee the effective fulfillment of working hours and the reconciliation of work and family life

Through Law no. 60/2018 of August 21, the Assembly of the Republic approved measures to promote equal pay for equal work or work of equal value through four types of information, evaluation and correction mechanisms, which shall enter into force on February 21, 2019.

### **3. OBJECTIVES OF THE PLAN**

Bearing in mind the importance of gender equality, as a means of demonstrating Galp's commitment to this topic, and in compliance with article 7 of Law No. 62/2017 of 1 August, Galp presents its plan for equality in 2018, aimed at achieving effective equal treatment and opportunities for men and women, promoting the elimination of discrimination on the grounds of sex and fomenting the reconciliation between personal, family and professional life.

### **4. IMPLEMENTED MEASURES AND PRACTICES**

Galp has been incorporating in its management strategy some activities that contribute towards making gender equality in its different areas a reality in the company.

As a means of demonstrating its commitment, in 2014 Galp adhered to the Companies for Equality Forum – IGEN, within the scope of the Commission for Equality in Labour and Employment, a national body that promotes equality and non-discrimination between men and women in work, employment and professional training, having defined concrete commitments over the last few years.

In 2016 an internal work group was set up with the mission of carrying out a diagnosis of the policies and practices in the Galp Group in the areas of gender equality and non-discrimination between men and women, with reference to the legal and statutory environment and good practices, and consequent analysis of quantitative and qualitative data.

Following the action plan presented by the work group in 2016/2017 several initiatives and actions were implemented in the different vectors of Gender Equality, such as:

- Redefining Galp's values by remission of behaviours, in a broad and inclusive way;

- Inclusion of diversity and genre equality in Galp's Code of Ethics and Conduct and in the Human Rights and Corporate Social Responsibility Policies;
- Creation of a guide on employer branding presentation and including the theme Gender Equality;
- Introducing a text, in the end of Galp's (internal and external) with focus on the respect of equal opportunity and for non-discrimination of genre, race, religion;
- Conducting a conference cycle at Galp (extra *Talks@Galp*), open to the outside and with guests of other companies, about diversity and Genre Equality and how organizations are handling these subjects;
- Identification of the type of services/partners facilitating access to relevant services and established protocols with partners through the Galp Club;
- Review of the climate questionnaire to address diversity issues;
- Adoption of inclusive language and communication in a transversal way;

In the development and fulfilment of the commitments assumed by Galp for 2018 within the Business Forum for Equality – IGEN and incorporated into Galp's Equality Plan for 2018, Galp implemented the following initiatives in 2018:

- Creating of an internal, permanent and multidisciplinary action and reflection group with the purpose of promoting the discussion, definition and implementation of good practices on the subject of equal opportunities, which developed a set of discussions, analysis of good practices and trends, collection and analysis of internal information on indicators to carry out a detailed diagnosis/assessment on the theme of Gender Equality that allows the definition of an action plan with impact on the lives of Galp's employees;
- Participation of members of the internal work group in discussion forums regarding the theme of Gender Equality;
- Galp's adherence to UNGlobal Compact's "Equality means business" initiative as a way of measuring the gender gap and alignment of commitments in these matters;
- Galp's adherence to PWN Lisbon – Professional Women's Network, as a member;
- Conducting in-house workshop with PWN on gender neurosciences;
- Participation in the Girl Move Project, an association that aims to empower young Mozambican women to be development agents through the integration of two Mozambican female trainees into internal teams for a month.

## 5. MEASURES TO BE IMPLEMENTED IN 2019

Within the Forum for Equality – IGEN, Galp assumed the following commitments for 2019:

Planned action	Objective of action	Dimension of equality	Date/Period of action	Range of people covered	Financial/ human resources
1. Definition, dissemination and monitoring of a dashboard of indicators on a regular basis on the theme of the IG	<ul style="list-style-type: none"> <li>Promote the monitoring and continuous improvement of indicators on the IG theme, as well as the effectiveness of the implemented measures</li> <li>Create awareness and strategic alignment within the organization on the themes of GI</li> </ul>	<ul style="list-style-type: none"> <li>Mission and values of the organization;</li> <li>Information, communication and image</li> </ul>	2019	All Galp employees in all geographies where the group is present	Work Group Galp IG People Team
2. Definition and execution of a training roadmap dedicated exclusively to the themes of the IG with defined recipients (topics such as: remuneration & evaluation of the performance of employees without gender bias, recruitment and selection, career development (mentoring/coaching, among others).	<ul style="list-style-type: none"> <li>Create awareness and strategic alignment within the organization on the themes of IG, particularly those responsible for recruitment and selection, career development and performance evaluation, and at the highest hierarchical levels</li> </ul>	<ul style="list-style-type: none"> <li>Mission and values of the organization</li> <li>Lifelong learning;</li> <li>Social dialogue and participation of workers and/or their representative organizations</li> </ul>	From 2019	Top Managers Chiefs Target group of collaborators (mentoring) Direction of people Internal Group Galp IG	People Team Galp Learning and Training Budget
3. Establishment of a plan of action, under the initiative of the internal working group, to promote improvement in IG	Promote the adoption of improvement measures on the theme of the IG	<ul style="list-style-type: none"> <li>Mission and values of the organization;</li> <li>Recruitment and selection of personnel;</li> <li>Remuneration and career management;</li> <li>Duty to respect the dignity of women and men in the workplace;</li> <li>Reconciliation of personal and family life;</li> <li>Protection of parenting and family care;</li> </ul>	2019	All Galp employees in all geographies where the group is present.	Galp IG Working Group Executive Committee Financial Resources to be defined according to the measures

## **6. ASSESSMENT AND FOLLOW-UP OF THE PLAN**

Galp's People Team, with the support of the internal working group, will monitor the implementation of the plan, verifying whether the measures are being implemented and whether the objectives are being achieved.

