



Fundación Centro de Excelencia MEDINA
Avda. del Conocimiento 34
Edificio Centro de Desarrollo Farmacéutico
Parque Tecnológico de Ciencias de la Salud
18100 Armilla (Granada)

FOUNDATION'S COMMITMENT TO THE EQUALITY PLAN

The Medina Foundation 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 basis of sex, as well as in the promotion and encouragement of measures to achieve real equality within our organization, establishing equal opportunities between women and men as a strategic principle of our Corporate and Human Resources Policy, in accordance with the definition of this principle established by RD 901/2020 which regulates equality plans and their registration and amends RD 713/2010, of May 28.

In each and every one of the areas in which the activity of this company is developed, from selection to promotion, including wage policy, training, working and employment conditions, occupational health, working time management and conciliation, we assume the principle of equal opportunities between women and men, with the following objectives:

- To favor the access and incorporation of women in the company or in positions of responsibility, as well as in positions of relevance in research and teaching.
- To use non-sexist documents and forms of internal and external communication.
- Guarantee equal pay and professional promotion in specific areas where gender inequalities have been detected.
- Promote the reconciliation of work and family life by developing co-responsibility policies in those areas where access to these measures is mostly female, etc.
- Promote the occupational health of female employees from a gender perspective.
- Promote the periodic evaluation of the effectiveness of the principle of equality in their respective areas of action, with special emphasis on the prevention of sexual harassment.

Armilla, 14th June 2021

Signed: Diego Pozas

Business Manager Fundación MEDINA