

Equality Plan

In April 2022, the Board of Directors communicated the Foundation's commitment to equality by announcing the start of the process of creating and implementing an Equality Plan. After months of work carried out by the Equality Committees of the Pasqual Maragall Foundation and the Barcelonaβeta Brain Research Center, in coordination with the People Area area and with the support of the consultant specialized in equality, Weequal, the Equality Plans are a reality.

In order to create the Equality Plan for both organizations, we have studied the initial situation (both quantitative and qualitative) of the areas of analysis of the plan, which are as follows: Team characteristics, Organizational characteristics, Organizational movements (hiring, leaving, promotions), Family situation and work-life balance, Training, Salary policy (considering Job Evaluation), Occupational health, Sexual and gender-based harassment and Communication, and Values and External Relations.

The objective of this analysis was to understand the possible gender differences in each of the areas studied.

The results obtained in the diagnosis have not shown significant differences, but following the commitment to continue improving, a set of 13 actions have been developed and included in the BBRC Equality Plan, and over the next 4 years, and following the provisions of the law, we will work on their implementation.

Throughout the 4-year term of the plan and through the implementation of the planned actions, we will continue to renew our commitment to equality year after year, counting, of course, with the involvement of all from the suggestions for improvement and participation.

Signed,



Arcadi Navarro

Director of the Barcelonaβeta Brain Research Center



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Managing Director of the Barcelonaβeta Brain Research Center

Equality Plan

Barcelonaβeta Brain
Research Center

2023 – 2026

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01 Introduction of the entity and legal frame

The **BarcelonaBeta Brain Research Center (BBRC)** is a research center dedicated to the prevention of Alzheimer's disease and the study of the cognitive functions that affect healthy and pathological aging. It was created in 2012 by the **Pasqual Maragall Foundation** with the support of the **Pompeu Fabra University**.

The mission of the BBRC is to provide innovative solutions to decipher and prevent the biological changes and cognitive dysfunction associated with neurodegenerative diseases.

The BBRC is an organisation that is committed to equal opportunities and wants to demonstrate and promote this by making an Equality Plan, and following the regulations on Equal Opportunities between women and men. The implementation of the Equality Plan is an initiative driven by its management team, a key factor for the success of the project.

The article 14 of the Spanish Constitution of 1978 proclaims the right to equality and non-discrimination on the basis of sex, assigning the public authorities the obligation to promote the necessary conditions for equality to be effective.

” The mission of the BBRC is to **provide innovative solutions to decipher and prevent the biological changes and cognitive dysfunction associated with neurodegenerative diseases.**

” The Barcelonaβeta Brain Research Center has been an entity **committed to equality since its creation.**

The creation of the equality plan is one of the measures born from the approval of the Organic Law, 3/2007, of 22 March, on equality between men and women (from now on, “Equality Law”) which tries to make effective this right to equality by focusing on the labor field. This law provides for the establishment of positive **actions by companies to achieve real and effective equality.**

In addition, these measures have recently been strengthened and defined how the equality plan is made through royal decrees. Specifically, the Royal Decree 901/2020 regulates equality plans and their registration and modifies the Royal Decree 713 of 2020 on registration and deposit of collective labor agreements and agreements. And additionally, the Royal Decree 901/2020 on equal pay establishes specific measures on pay **transparency and the obligation of equal pay for work of equal value that must be included in equality plans.**

The Barcelonaβeta Brain Research Center, on January 18, 2023, signed its first Equality Plan **agreed with the Equality Commission**, made up of representatives of the entity and the team.

The Barcelonaβeta Brain Research Center has been an entity committed to equality since its creation and in response to its

legal obligations it has signed this first Equality Plan which further strengthens its commitment and establishes the basis for continuous improvement for the next four years.

Also, with this Equality Plan, BBRC fulfills one of its objectives of the Action Plan 2020-2024 of the Human Resources Strategy for Researchers (HRS4R), an initiative that contributes to the implementation of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers of the European Commission (EC). Thanks to the implementation of this action plan, the EC awarded the BBRC with the HR Excellence in Research award in 2020. ■

The objectives to achieve with the creation of this first Equality Plan are:

- ✓ Continue to advance in equal opportunities and treatment between men and women.
- ✓ Promote and improve women’s access to positions of responsibility, contributing to reducing inequalities.
- ✓ Establish measures that favor the conciliation of the working life with the family and personal life of the team.

02 Determination of the parties that arrange it

With the objective of creating this Equality Plan, an **equality joint commission has been created made up of BBRC representatives.**

The Equality Commission has approved the **diagnosis of the Equality Plan** and has subsequently identified the **priority areas** of action and defined concrete actions, objectives and monitoring metrics for each one. ■

03 Personal, territorial and temporal scope

This Equality Plan applies to the **BarcelonaBeta Brain Research Center work center located in the province of Barcelona** and to the entire team. As well as to all those possible additional centers that are created in the future and to all the new people who join the organisation's team.

The **validity of the Equality Plan is 4 years** from the date of signature of this plan.

This Equality Plan has been created thanks to the dialogue and participation of the team through its Equality Commission, and a series of actions have been defined that through the **Equality Plan**

monitoring commission will be reviewed periodically.

The monitoring commission undertakes to meet at least every six months to do this monitoring, create a report and ensure that the measures approved in this first Equality Plan are implemented. ■

” This Equality Plan has been created thanks to the **dialogue and participation** of the team.

04 Report on the diagnosis of the entity's situation

To create the Equality Plan for the BBRC, the **starting situation** is analysed (both quantitative and qualitative) **in the areas of analysis of the plan** which are the following: Team characteristics; Organisational characteristics; Movements in the organization (hires, layoffs, promotions); Family Situation and Reconciliation; Training; Salary Policy (considering Workplace Evaluation); Occupational Health; Sexual and Gender Harassment; and Communication, Values and External Relations.

The aim of this analysis is to understand the possible gender differences in each of the areas studied. **The results obtained in the diagnosis have not shown any significant differences, but continuing with the commitment to continue improving, several actions have been developed included in the Equality Plan.**

The period analysed was from December 2019 to November 2021, and qualitative information has additionally been incorporated.

Below is a summary of the conclusions of the diagnosis:

Slightly feminised structure (62% women).

There is **no vertical segregation**, but a gender balance at the different hierarchical levels.

There is **no gender bias** in recruitment, and although it is structurally a masculinised sector, this is not the situation of the entity (research 30% women).

Incorporations maintain the **gender ratio** (64% female hires).

Extensive labor flexibility measures that facilitate reconciliation

The **remuneration analysis** is based on previous work in positions of equal value carried out in the entity.

There is a detailed action and **prevention plan for sexual and gender-based harassment.**

Corporate communication does not perpetuate gender stereotypes and is starting to use inclusive language.

05 Definition of qualitative and quantitative objectives of the plan

The objective of the BBRC's Equality Plan is to continue promoting the talent and professional career of the people who make up the organisation and to do so by **guaranteeing gender equality in all its aspects**, from selection, training, promotion, conciliation, occupational health, communication and remuneration.

The BBRC declares its commitment to the **establishment and development of policies that integrate equal treatment or opportunities between women and men**, without discriminating directly or indirectly on the basis of gender and also to promote corrective and preventive measures to eliminate future discrimination for gender reason.

06 Description of specific measures, execution deadline and prioritization of these, and monitoring indicators

Based on the diagnosis that describes the starting situation of the organisation, and starting from the objective of the previous section, the Equality Commission has approved, by consensus, an action plan in which it has grouped in seven areas the actions to develop over the next four years.

Next, the work areas where the actions to be implemented have been organised:

- 1 Movements** in the organisation.
- 2 Balance.**
- 3 Communication**, values and external relations.
- 4 Formation.**
- 5 Occupational health.**
- 6 Sexual and gender harassment.**
- 7 Remuneration policy.**

Work areas

1 MOVEMENTS IN THE ORGANISATION

- Review of the selection and recruitment process with a gender perspective to achieve a gender balance in the different work areas and hierarchical levels of the structure (described in **files 1 and 3**).
- Creation of a guide to equal selection principles, to ensure equality in selection processes (described in **file 2**).
- Promote recruitment and intergenerational coexistence (described in **file 4**).
- Maintain gender balance in promotions (described in **file 5**).

2 BALANCE

- To promote the balance of personal and family life, all existing measures will be shared and their use will be promoted by all people in the organisation (described in **file 6**).

3 COMMUNICATION, VALUES AND EXTERNAL RELATIONS

- To establish equality in all areas of the entity, it will be linked to the value of commitment, with the commitment of an egalitarian and inclusive organisation (described in **file 7**).
- To achieve a correct implementation of the plan and continuous improvement and involvement of the team, an internal and external communication plan will be created (described in **file 8**).

- In line with egalitarian values, care will be taken for inclusive communication that does not perpetuate gender stereotypes through the creation of a guide and training (described in **file 9**).

4 FORMATION

- To continue raising awareness in the organisation about the importance of equality and inclusion, practical and effective training appropriate to the reality of the organisation will be carried out (described in **file 10**).

5 OCCUPATIONAL HEALTH

- To continue guaranteeing health and safety in the workplace with a gender perspective, medical examinations and risk assessments will continue to be improved (described in **file 11**).

6 SEXUAL AND GENDER HARASSMENT

- The existing process will be improved and a communication campaign will be carried out throughout the organisation (described in **file 12**).

7 REMUNERATION POLICY

- Correlate compensation based on job evaluation, ensuring that gender-based differences in jobs of equal value are minimized (described in **file 13**).

07 Identification of the means and resources, both material and human, necessary for the implementation, monitoring and evaluation of the plan

For each action, as provided in the regulations, **an objective has been specified, as well as the means and resources**, both material and human, necessary for the implementation, monitoring and evaluation of the plan.

Additionally, for each action, the **instruments, tools and frequency of information** collection to be able to follow up are described. And each action, collected on the individual sheets, also includes its implementation schedule.

The means have been defined according to each of the actions and in some cases they are internal, external or a combination of both. Depending on the objective to be achieved, the availability

of resources and the experience to tackle each of the actions, the necessary ones have been defined.

Throughout the period of validity of the plan, the implementation of the planned actions will be monitored and a **detailed report of the progress of the plan will be drawn up annually**. This monitoring and evaluation will be carried out by the monitoring committee of the Equality Plan, which will meet every six months. And it is specified in point 9 of the plan.



Throughout the period of validity of the plan, the **implementation of the planned actions** will be monitored.

08 Calendar of actions, evaluation and periodic review

Next, each of the actions is detailed with a descriptive sheet. As can be seen in each of the individual action cards, an action schedule has been defined based on the plan's implementation priorities. Some of the actions must be implemented when the plan is completed, and others are sequential, depending on the priority for the organisation, the resources needed to implement them, and the internal processes of the company. ■

Action 1

Guarantee gender balance in the team.

Area: **MOVEMENTS IN THE ORGANISATION**



From 3rd quarter 2023 to 4th quarter 2024.

Goal

Guarantee a balanced composition in all areas (60%- 40%)

Description

Faced with candidacies of similar value, that candidacy whose gender is underrepresented in this area will be recommended as preferential, to ensure gender balance.

Monitoring and evaluation

Year-end annual analysis, with data provided by People Area.

Personnel to whom it is addressed

To the whole team.

Personnel responsible

People Direction.

Media and materials

Internal media.

Communication mechanism

It will be communicated to the entire organisation with the rest of the plan's measures.

Action 2

Guarantee gender balance in the team.

Area: **MOVEMENTS IN THE ORGANISATION**



From 1st quarter 2024 to 4th quarter 2026.

Goal

Guarantee a balanced composition in all areas (60%-40%).

Description

Develop a non-sexist selection protocol or manual in order to promote equal selection and that complies with the OTM-R elements.

Monitoring and evaluation

Completion on the timeline.

Personnel to whom it is addressed

To the whole team.

Personnel responsible

People Direction.

Media and materials

Internal media and if necessary external.

Communication mechanism

It will be communicated to the entire organisation with the rest of the plan's measures

Action 3

Reduce vertical segregation.

Area: **MOVEMENTS IN THE ORGANISATION**



From 1st quarter 2025 to 4th quarter 2026.

Goal

That there is an equal distribution by gender (60%-40%) at all hierarchical levels and to promote the increase of the currently underrepresented gender at higher levels.

Description

Promote actions that reduce the gender gap that exists in positions at higher hierarchical levels. The first action identified is to make a diagnosis by gender of the most disaggregated hierarchical structure.

This analysis will show whether there are differences by gender, and on this basis the relevant actions will be defined. Another point to analyse is, for example, the implications for the organisation of having such a feminised structure.

Monitoring and evaluation

Creation of the analysis and definition of objectives based on the initial results.

Personnel to whom it is addressed

To the whole team.

Personnel responsible

People Direction.

Media and materials

Internal media and if necessary external.

Communication mechanism

It will be communicated to the entire organisation with the rest of the plan's measures.

Action 4

Promote recruitment and intergenerational coexistence.

Area: **MOVEMENTS IN THE ORGANISATION**



From 3rd quarter 2025 to 2nd quarter 2026.

Goal

Establish measures to promote recruitment and intergenerational coexistence.

Description

Establish measures to promote recruitment and intergenerational coexistence.

Monitoring and evaluation

Annual measurement of the number of people hired and promoted.

Personnel to whom it is addressed

To the whole team.

Personnel responsible

People Direction.

Media and materials

Internal media.

Communication mechanism

It will be communicated to the entire organisation with the rest of the plan's measures.

Action 5

Maintain gender balance in promotions.

Area: **MOVEMENTS IN THE ORGANISATION**



From 1st quarter 2024 to 3rd quarter 2024.

Goal

Establish an analysis and improvement plan to ensure fairness in promotions.

Description

Maintain the balance between men and women promoted / hired, always in conditions of suitability, conditioned in the process of the organisation and the rotation of the staff.

For this reason, in the selection processes, an explicit mention of equity will be made and a talent commission will be created for each position to be promoted.

Monitoring and evaluation

Annual measurement of promotions by gender.

Personnel to whom it is addressed

To the whole team.

Personnel responsible

People Direction.

Media and materials

Internal documents and creation of the talent commissions.

Communication mechanism

It will be communicated to the entire organisation with the rest of the plan's measures.

Action 6

Encourage balance and co-responsibility.

Area: **BALANCE**



From 1st quarter 2024 to 3rd quarter 2024.

Goal

Communicate to the whole team balance and co-responsibility measures. And detail the measures we have, among others, corresponding to the Hybrid work model.

Favor the use of available conciliation and co-responsibility measures.

Description

Create a document/manual or video that details all the conciliation and co-responsibility measures that the organisation offers to the team.

The hybrid work model and telework policy will be clearly detailed. And it will be communicated that the organisation respects and encourages all people to make use of these measures because it is an organisation that encourages conciliation/co-responsibility.

Monitoring and evaluation

Creation of the document and annual reminder to the team.

Personnel to whom it is addressed

To the whole team.

Personnel responsible

People Direction.

Media and materials

Internal media and if necessary external.

Communication mechanism

It will be communicated to the entire organisation with the rest of the plan's measures.

Action 7

Link the value of equality and diversity with existing values (specifically with the value of engagement).

Area: **COMMUNICATION, VALUES AND EXTERNAL RELATIONS**



From 1st quarter 2025 to 1st quarter 2026.

Goal

Link the value of commitment, with the commitment of a more egalitarian and inclusive organisation.

Description

As equality expert forums recommend, so that in an organisation the principle of equality is established in all areas, processes and people, it is recommended that it be linked to the organisation's strategic values.

values. It is valued to integrate it into the commitment value.

Monitoring and evaluation

Link the commitment to a more egalitarian organisation.

Personnel to whom it is addressed

To the whole team.

Personnel responsible

People Direction.

Media and materials

Internal.

Communication mechanism

It will be communicated to the entire organisation with the rest of the plan's measures.

Action 8

Guarantee the dissemination of the Equality Plan.

Area: **COMMUNICATION, VALUES AND EXTERNAL RELATIONS**



From 2nd quarter 2023 to 4th quarter 2026.

Goal

Communicate to the team the creation of the first Equality Plan with the agreed measures that will be implemented in the next 4 years to continue improving in terms of equality.

Description

Create a communication plan both internally and externally for the Equality Plan.

These measures will not only describe how the plan has been created and what actions have been agreed to be taken over the next four years, but will incentivise the team to continue to collaborate and ensure that the plan always be one of the best practices in this subject in the research sector.

With the collaboration of the team, measures such as:

- 1 Continue with the visibility of key women, who work in the organisation, systematically in external events and public representation, in events with members...
- 2 Visualise support actions for foundations that promote equality.
- 3 Continue carrying out actions in the social area to guarantee the continuity of social actions with a gender perspective.

Monitoring and evaluation

That the communication campaign has been carried out within the set period. And annual reviews of progress in this communication internally and externally.

Personnel to whom it is addressed

To the whole team.

Personnel responsible

Communication Direction and People Direction.

Media and materials

Internal media

Communication mechanism

It will be communicated to the entire organisation with the rest of the plan's measures.

Action 9

Guarantee inclusive communication in all communication.

Area: **COMMUNICATION, VALUES AND EXTERNAL RELATIONS**



From 2nd quarter 2023 to 4th quarter 2023.

Goal

Ensure that the communication carried out internally and externally to the organisation is inclusive.

Description

- 1 Train the People Area and Communication teams to ensure that the communication carried out is inclusive.
- 2 Create a guide/infographic that allows the team to remember the inclusive criteria to consider in internal/external communication. And always taking into account the voice of all generations.

Monitoring and evaluation

Carry out the training and guidance within the deadline set in the timeline.

Personnel to whom it is addressed

People Area and Communication (training) All the team (guide).

Personnel responsible

Communication Direction and People Direction.

Media and materials

Internal media and external.

Communication mechanism

It will be communicated to the entire organisation with the rest of the plan's measures.

Action 10

Actions to raise in equality.

Area: **FORMATION**



From 3rd quarter 2023
to 4th quarter 2023.

Goal

Implement actions to raise awareness among the team of the importance of equality in the organisation.

Description

Implement different actions to raise awareness of equality in the team.

It will be carried out in stages from the Management and people who manage teams towards the rest of the team. With the aim of informing and training people about the relevance of equality around the organisation and other key aspects to become agents of change and push for equality.

Monitoring and evaluation

Carrying out the training according to the timeline.

Personnel to whom it is addressed

To the whole team.

Personnel responsible

People Direction.

Media and materials

Internal media and external.

Communication mechanism

It will be communicated to the entire organisation with the rest of the plan's measures.

Action 11

Revise the Occupational Risk Prevention and Occupational Health Prevention Plan from a gender perspective.

Area: **OCCUPATIONAL
HEALTH**



From 2nd quarter 2024
to 2nd quarter 2025.

Goal

Continue to guarantee health and safety in the workplace with a gender perspective and communicate this to the workforce.

Description

Continue and improve if necessary all aspects related to the occupational safety of the team. This would include:

- 1 The annual medical examination and possible tests for the prevention of high-incidence diseases in women and men
- 2 The assessment of psychosocial risks for each workplace and gender.
- 3 Particular and temporary cases such as pregnancy and breastfeeding.

Monitoring and evaluation

Verify on a biannual basis that the necessary modifications have been made.

Personnel to whom it is addressed

To the whole team.

Personnel responsible

People Direction.

Media and materials

Internal media.

Communication mechanism

It will be communicated to the entire organisation with the rest of the plan's measures.

Action 12

Continue to guarantee the prevention of sexual and gender-based harassment.

Area: **SEXUAL AND GENDER HARASSMENT**



From 4th quarter 2023 to 2nd quarter 2024.

Goal

Improve the harassment protocol and communicate it to the team.

Description

Improve the process of preventing sexual and moral harassment due to gender.

- 1 The reporting channel will be modified, outsourcing it to better protect the anonymity of the reporting person.
- 2 The protocol will be modified so that its language is inclusive.
- 3 The protocol will be communicated to the whole team when it has been revised, so that all people know of its existence and operation.

Monitoring and evaluation

Verify that the actions have been carried out as set out in the timeline.

Personnel to whom it is addressed

To the whole team.

Personnel responsible

People Direction.

Media and materials

Internal media and external.

Communication mechanism

It will be communicated to the entire organisation with the rest of the plan's measures.

Action 13

Correlate compensation based on job evaluation, ensuring that gender-based differences in jobs of equal value are minimized.

Area: **REMUNERATION POLICY**



From 4th quarter 2023 to 4th quarter 2026.

Goal

That the remuneration is based on the evaluation of the jobs, and that there are no differences in remuneration by gender.

Description

A detailed analysis of all positions in the organization has been carried out using a methodology that allows positions of equal value to be classified. And a career and remuneration plan aligned with them.

Its implementation is being initiated and will minimize possible differences in remuneration for positions of equal value.

Monitoring and evaluation

Annual analysis of staff remuneration for positions of equal value disaggregated by gender.

Personnel to whom it is addressed

To the whole team.

Personnel responsible

People Direction.

Media and materials

Internal media.

Communication mechanism

It will be communicated to the entire organisation with the rest of the plan's measures.

09 Monitoring, evaluation and periodic review system

A responsible person or persons has been defined for each of the actions of the agreed Equality Plan.

These will be the ones who will have to ensure that the action is carried out and will also have to create the documentation and indicators to be able to evaluate its implementation, monitoring and whether the set objective is being achieved.

The Equality Plan monitoring commission has scheduled at least one

semi-annual meeting. In these meetings, the information relating to each of the actions must be collected, which must be provided by the person responsible for each action, to the Equality Plan monitoring commission.

The aim of the meetings will be to ensure the timely and correct implementation of the actions. And to measure if the equality impact achieved with this action provides the expected results. ■

10 Composition and functioning of the commission in charge of monitoring, evaluation and revision of the plan

The composition of the Equality Plan monitoring commission is defined for the four years of the plan's validity.

It has been defined that it will be composed of the same people who set up the Equality Commission to create the Equality Plan.

The commission is the guarantor that the organization allocates the defined resources to implement the agreed actions.

It is also important to notify Management if there is any non-compliance, in order to be able to allocate the necessary resources and continue with the correct implementation of the Equality Plan.

At its first meeting, the commission will define its operation: how to share plan progress, its communication system with the team when necessary and its roles if it is defined that there is, for example, a rotation of tasks.

During the validity of the plan, it has been defined to hold at least two annual meetings to review the plan to assess whether any modifications are necessary, due to changes in the organisation, teams, actions implemented, results...

Minutes will be created for each of the meetings that will be signed by all the people who make up the monitoring commission. ■

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