

**DECLARATION OF COMMITMENT OF  
SOM - FUNDACIÓ DE SUPORT A PERSONES AMB DISCAPACITAT  
WITH THE ESTABLISHMENT AND DEVELOPMENT OF POLICIES THAT  
INTEGRATE EQUAL TREATMENT AND OPPORTUNITIES BETWEEN WOMEN  
AND MEN**

**SOM - FUNDACIÓ** declares that it maintains 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 grounds of sex, as well as its commitment to promote and encourage measures to achieve real equality within our organization, establishing equal opportunities between women and men as a strategic principle of our People Policy, in accordance with the definition of this principle that establishes the Organic Law 3/2007, of March 22, for the effective equality of women and men, which literally provides that:

*"The principle of equal treatment between women and men means the absence of any discrimination, direct or indirect, on the grounds of sex and, especially, those arising from motherhood, the assumption of family obligations, and marital status".*

This definition has subsequently been ratified by Law 17/2015, of 21 July, on the effective equality of women and men, approved by the Parliament of Catalonia.

In all areas in which the entity's activity takes place, from selection to promotion, through salary policy, training, working and employment conditions, occupational health, the organization of the working time and conciliation, we assume the principle of equal opportunities between women and men, paying special attention to indirect discrimination, which we define as provided in both article 6.2 of state regulations and article 2.1 of the Catalan norm, previously mentioned:

*"Indirect discrimination on the grounds of sex will be considered the situation in which a seemingly neutral provision, criterion or practice puts people of one sex at a particular disadvantage compared to other people of the other, unless such provision, criterion or practice can to justify itself objectively in attention to a legitimate aim and that the means to reach this aim are necessary and suitable".*

As for communication, both internal and external, all decisions taken in this regard will be reported and an image of the entity will be projected in accordance with this principle of equal opportunities between women and men.

The stated principles will be put into practice through the elaboration of the new Equality Plan that supposes improvements with respect to the present situation, arbitrating the corresponding systems of follow-up, with the purpose of advancing in the attainment of the real equality between women and men in the organization and, by extension, in society as a whole.

To carry out this purpose, the legal representation of workers will be counted, not only in the process of collective bargaining, but also in the whole process of development and evaluation of the measures finally agreed in accordance with the provisions in the recent Royal Decree 901/2020, of 13 October, which regulates equality plans and their registration.

The Direction

Barcelona, March 25, 2025