

Equality Plan

Gamesa



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1. Gamesa's commitment to Equal Opportunities

Gamesa seeks to ensure that all aspects of working life that have an impact on the people who form Gamesa are grounded in human rights compliance and our corporate values: Team Spirit, Innovation, Excellence, Respect and Sustainability. The objective is to generate quality employment, with an international vocation in a safe working environment.

Within this framework, the respect and promotion of diversity, an inherent characteristic of a multinational company like Gamesa, as well as the steadfast promotion of Equal Opportunities constitute the fundamental axis of the Human Capital Management of the Company.

Gamesa has brought together the following Equal Opportunities terms within its Corporate Social Responsibility Principles:

... Human Capital

Gamesa seeks to nurture the building of a Human Capital, in particular by creating employment opportunities and by offering training to employees whilst avoiding entirely any form of discrimination understood as any form of difference, exclusion or preference where a rejection or inequality of opportunities takes place, or in the treatment of applications by race, colour, gender, religion, political choices, nationality, social standing, illness or any other personal, physical or social condition.

As such, the Code of Conduct states:

Point 3.3. Equal Opportunities

With the goal of assuring equality of opportunity and of avoiding any kind of discrimination, Gamesa is committed to the following:

To making sure that the recruitment and promotion of Gamesa employees is exclusively based on the principle of merit and the particular skill requirements of each case, and to assuring equal treatment between men and women.

To developing an appropriate personal and professional training policy for its employees, one that fosters an environment of equal opportunity applied to all, regardless of their race, sex, ideology, nationality, disability, beliefs or any other personal, physical or social condition, and to rejecting all manifestations of harassment or other conduct leading to an atmosphere of intimidation or offence to the personal rights of employees.

In reference to the family-work-life balance:

Point 3.6 Family and work life balance

Aware of the importance of each person's well-rounded development, Gamesa promotes a policy aimed at reconciling family and professional life. This policy fosters the needed balance between the professional and personal life of the Persons Subject to the Code.

Through its "Lifestyle Program" Gamesa works towards these principles becoming guidelines that naturally govern the behaviour of those that form the organisation, as well as the processes defining the working culture of the company.

Gamesa states its commitment to Equal Opportunities with women and men, through the elaboration and application of this Equality Plan. This principle assumes the absence of all discrimination, direct or indirect, on the grounds of gender, sexual orientation and maternity matters, or the undertaking of family obligations and/or marital status.

Also, the Effective Equality of Women and Men legislation (3/2007) came into effect on 22nd March in Spain. The law intends to encourage the application of concrete measures in favour of equality in companies. Gamesa's Management and union representatives have negotiated and agreed this Equality Plan based on this legal framework, as well as on an organisational commitment to equality

Gamesa's Equality Plan is intended to be an overall framework of action for all its companies in Spain and in the rest of the countries in which it is present, without prejudicing other specific actions that could be considered in other work centres or business units, for which this plan will be, in any case, the necessary reference. This plan will be directly applied to the companies in Gamesa in Spain identified in Annex I and will be the reference framework for application according to local national ruling of each country in the remaining Gamesa work centres across the world.

2. Main conclusions of the Gender Analysis, employee surveys and Global opinion survey

To achieve the objectives indicated, Gamesa carried out a Gender Analysis at work centres in Spain. The main conclusions of this Analysis are detailed in this section. In order to update the data presented, this diagnosis is supplemented by a document that will give an updated view of key related indicators.

This Analysis, completed in December 2008, tackles the following areas:

1. Workforce analysis (Global data and by Business Unit)
2. Culture
3. Recruitment
4. Development and promotion
5. Training
6. Remuneration
7. Family and work life balance
8. Communications, language and image
9. Sexual Harassment prevention
10. Occupational health risk prevention associated with pregnancy and breastfeeding

As well as the qualitative and quantitative analysis, the assessment has been completed using employee opinion on issues related to diversity and equality gathered in the Gamesa People Survey or Opinion survey, carried out on a global level in 2008.

The main conclusions of the Analysis are as follows:

- *Gamesa is a company that reflects its Corporate Social Responsibility principles, Strategy and Code of Conduct in its commitment to Equality and non-discrimination.*
- *27% of Gamesa's workforce is female. This figure, in comparison to other companies in the energy sector, is positive with almost 10 percentage points above the sector's average.*
- *The business units in Gamesa with better gender balance are Windfarm Development and Sales, Management Control and Corporate Units. In Management Control and Corporate Units this balance can be explained due to the scale of various different profiles required by the unit. Windfarm Development and Sales, however, whilst being a unit with job profiles mainly from the engineering sector, provides a favourable picture with respect to the number of women in the unit.*
- *The presence of women in managerial positions is only 10%.*
- *Age and length of service are not factors that affect gender opportunities in Gamesa. Gamesa's workforce is young, 79% are below 40, with a relatively low length of service, with 60% of the workforce with less than 10 years length of service, which is mainly due to the creation of Gamesa as a group.*
- *There has been a change in the trend of hiring women in the last 5 years with an increase of 8 percentage points of women in comparison to previous years. This trend can be found in the majority of units in Gamesa.*
- *The recruitment and promotion processes and data analysed do not demonstrate signs of discrimination. On the contrary, a positive trend exists in the hiring of women including in positions that are traditionally considered masculine.*
- *In terms of training, the only data that exists is the participants by gender on a global basis, with no breakdown by business unit, type of training or course, training hours etc. The global data analysed does not show differences between men and women but to arrive at significant conclusions in this section further detailed information is needed.*
- *Regarding remuneration, in the analysis carried out on non-union workers positive differences have been identified for men as well as women. The maximum salary*

ceiling for men across the majority of the different levels in each area are higher than the maximum ceilings for women.

- *Gamesa applies the measures of work-life balance and flexibility stipulated in the different union agreements of the various work centres. Depending on the agreement, these measures include improvements e.g. choice of shift for pregnant women, flexibility of annual distribution of hours to allow for days off on public holidays or during the Christmas period, flexibility of starting and finishing time in some work centres etc.*
- *Regarding Communication, language and image in Gamesa, the approach is positive and orientated, above all, towards boosting Internal Communications. In the communication channels analysed no evidence of discrimination has been found. The language and the images that are used are neutral. Job advertisements should be improved.*
- *Gamesa has a Harassment Prevention and Action Protocol drafted that will be made available to all its employees worldwide. Gamesa has identified the positions of risk for women who are pregnant or breastfeeding. A procedure has been established in collaboration with Human Capital Management to manage the applications for maternity assistance by women with risk to their pregnancy or whilst breastfeeding.*
- *The opinion of women and men (gathered in the Gamesa People Survey or the opinion survey of Gamesa employees) regarding equality and family-work-life balance are very similar and positive for more than 60% of the employees, except for equality in recruitment where only 48% of women believe that they have the same possibilities as opposed to 68% of men.*

Equality Plan

3.1 Scope

The present equality framework is applicable to all companies in Gamesa in Spain and all its work centres without prejudice to the concrete measures that may be established according to the particular characteristics of the different work centres. The current Gamesa companies in Spain to which the plan applies can be found in Annex I. It is also a reference framework of application with submission to the local national ruling in each of the countries in Gamesa work centres across the world.

3.2. General Criteria

The general minimum criteria will be developed for the implementation of this Plan in each and every one of Gamesa's workplaces, in the following action points.

3.3. Action points

To be consistent with the analysis results, the Gamesa Equality Plan is structured on 7 action points:



Each of these action points is described:

- **Objectives to be reached**
- **Concrete actions to achieve objectives set**

These objectives and action are gathered in a timeline which identifies the person responsible and dates set for the start and completion of each of the actions.

ACTION POINT 1. Leadership and culture

Objective 1.1. The development of a culture of Diversity and Equality in Gamesa.

1. Actions:

1.1.1. Create a Permanent Diversity and Equality Commission.

1.1.2. The establishment of indicators within management reports that measure the progress of equality in the company such as:

- The percentage of women and men, globally and by business unit, within the Gamesa organisation.
- Percentage of women and men by organisational level (representation of women at management level).
- Participants and number of hours in training sessions by gender and area.
- Percentage of women and men incorporated by area.
- Promotions by level, gender and area.

1.1.3. Quarterly review of progress in the Equality Plan in the Permanent Commission of Diversity and Equality.

1.1.4. An annual presentation of the progress made in the Equality Plan to the Gamesa Management Committee.

Objective 1.2. Raise awareness of Diversity and Equality among Gamesa personnel.

Actions:

1.2.1. Design training sessions regarding Diversity and Equality and its impact on the different people management processes (recruitment, remuneration, promotions and professional development). These sessions could be integrated in the scope of skills training sessions for managers/supervisors or may be part of a specific training session for all people in Gamesa or for different specific functions. Specific awareness and skills training will be set up for the following groups:

1.2.1.1. Human Capital Management teams

1.2.1.2. Union representatives

Objective 1.3. Regular revision of employee opinion regarding Diversity and Equality.

Actions:

1.3.1. The incorporation of questions related to equality of opportunities and work-life balance into opinion surveys directed at the workforce to be carried out in the future.

1.3.2. The establishment of objectives and specific action plans for improvement based on the results obtained in the Gamesa People Survey or employee opinion survey in Gamesa. The improvement objectives and action plans in relation to equality will also form part of the action plans derived from the opinion survey. It will have a global and local dimension.

ACTION POINT 2: Communication

Objective 2.1. The reinforcement of a culture of Diversity and Equality of Gamesa, internally as well as externally.

Actions:

2.1.1. To develop a Communication Plan specifically directed at the whole workforce concerning equality and diversity and the regular communication of the Plan's progress.

2.1.2. To elaborate and provide guidelines for the use of language and images which will cover all aspects related to diversity of gender, age, race, culture etc. It will also include recommendations for using non-sexist language.

2.1.3. To carry out specific communication actions which give visibility to women in positions of power in Gamesa through interviews on the intranet or in the corporate magazine.

2.1.4. To inform all concerned groups within Gamesa of its commitment to Equality (employees, shareholders, providers, companies in collaboration, clients, union representatives, etc.).

2.1.5. To regularly communicate the progress made with the Equality Plan to all employees through the available communication channels.

ACTION POINT 3: Recruitment

Objective 3.1. Based on principles of Equality, to continue to promote non-discriminatory recruitment and incorporation of women in those areas where their representation is low, based on company recruitment policy and processes.

Actions:

3.1.1. To capture Gamesa's commitment to Equality and non-discrimination in the recruitment process documents.

3.1.2. To formulate a procedure for the publication of employment offers that covers the rules regarding language and image so that no person meeting the job requirements may feel excluded and therefore, as a consequence not present their application.

3.1.3. To establish specific programs for recruitment/promotion of the gender less represented under the established procedures of recruitment/promotion in Gamesa that is defined by criteria of equality.

3.1.3. To design and provide guidelines for interviews for those involved in the recruitment process to ensure that the evaluation of candidates is carried out based on the specific job requirements with objectivity, transparency and equality of opportunities with the elimination or absence of any type of discriminatory question.

3.1.4. To design social awareness actions for local educational institutions centres to raise the profile of the professional opportunities available within Gamesa, without any gender limitations.

ACTION POINT 4: Professional development and promotion

Objective 4.1. To favour equality of opportunities for women and men in professional development and promotion.

Actions:

4.1.1. To implement programs to identify internal talent that allows for qualified women and men with potential to be promoted to positions of responsibility.

4.1.2. To design management skills development programs focussed towards women with development potential identified across all areas. To create specific training session for employees, targeted towards the acquisition of skills and competencies that will allow them to access higher level positions.

- Annual review of the percentage of women/men promoted by level.
- Annual review of the male/female candidates presented to the promotion process.
- Identification of the number of and professional category of women with possibilities of promotion.
- The encouragement of female participation in continuous training.
- The adaptation of continuous training to the necessities and training demands of the women with potential for promotion.

4.1.3. To incorporate a training session on Gamesa culture, diversity and work-life balance into the training catalogue and to include in this content regarding Equality Law.

ACTION POINT 5: Family and work-life balance

Objective 5.1. To promote a culture that facilitates the family-work-life balance

Actions:

5.1.1. To carry out and provide all employees with a framework document with the basic rights in relation to family-work-life balance which is applicable to all companies in Gamesa in Spain and can be completed and developed by the different work centres.

5.1.2. To carry out reports divided by gender which cover how many employees have recourse to the different work-life balance measures.

5.1.3. Information at work centre level to all the workforce of the rights existing within the Work-Life Balance Law and Equality Law or in the work centre union agreement, with particular emphasis on those entitled to exercise these laws, regardless of whether they are men and women.

5.1.4. Given that the majority of the Work-Life measures are enjoyed by women, an objective will be set to increase male participation in this matter, encouraging both parties to make use of the Work-Life measures available to them.

5.1.5. The possibility to change position for those people that request it due to family reasons will be analysed, in each case, based on equality and capacity.

ACTION POINT 6: Harassment Prevention

Objective 6.1. Global implementation of prevention of sexual or gender harassment and harassment or bullying or mobbing protocol

Actions:

6.1.1. Carry out a communication plan specifically directed at all employees in relation to the prevention of sexual or gender harassment and bullying or mobbing protocol

6.1.2. Guarantee the protocol availability to all employees through:

- a) Information included in Welcome Manual
- b) Publication on the intranet
- c) Distribution to the workers representatives
- d) Inclusion in the protocol as Annex 2 in equality Plan

6.1.3 The advertisement of the available complaints channels.

6.1.4. To provide training courses to those who manage matters of sexual and/or gender harassment in the workplace to ensure it is carried out adequately, as well as to the members of the Diversity and Equality Committee.

ACTION POINT 7: Guarantee for victims of domestic violence

Gamesa guarantees that any employee that is a victim of domestic violence may exercise their rights as established in the "Estatuto de los Trabajadores" (Worker's Statute), based on the 1/2004 Spanish law covering Integrated Protection Measures against Domestic Violence, dated 28th December 2004 (Ley Orgánica 1/2004 de Medidas de Protección Integral contra la Violencia de Género).

- The right to a **reduction of the working day**, which results in a proportional reduction in salary. They may be covered by a special social security agreement to maintain the same contribution rates so that future pension benefits won't be affected, as well as permanent disability and death and survivor benefits from common illnesses or accidents outside of the workplace.
- Right to reorganise their working time.
- Preferential right to **change work centre, whilst reserving their original position during the first 6 months.**
- Right to **suspend working relations with the right to reserve the position** for 6 months, which the judge may prolong for 3 month periods and up to a maximum of eighteen months. With the **right to claim unemployment benefits**, if they meet general requirements.
- Right to the **terminate the working contract whilst maintaining the right to unemployment benefits**, if they meet general requirements.
- **The dismissal is null if it occurs that the employees is a victim of domestic violence and the rights previously mentioned are applicable.**
- **Days of absence of the employee** due to physical or psychological reasons as a consequence of domestic violence **will not be discounted from annual leave.** Evidence must be provided by social services or health services.

As well as what is legally established, Gamesa will launch the following activities:

Objective 7.1. Provide job continuity to those people in the workforce that are victims of domestic violence.

Actions:

7.1.1. Possibility to avail of a special leave of absence from 3 months to 3 years with the right to reserve the position for 18 months.

7.1.2. Preference to occupy vacancies arising away from their regular residential area without the need to follow the regular procedure.

7.1.3. Leave during the working day to attend court hearings, police station and service assistance by Gamesa employees that are victims of domestic violence is considered by the company as paid leave.

7.1.4. The employee that is a victim of domestic violence that is obliged to leave the area in which they work and move to another Gamesa work centre will have the right to economic assistance to contribute to relocation costs and rent for a maximum period of 6 months. This economic assistance has a limit of up to 500 Euros monthly.

7.1.5. Training for the Human Capital Management teams locally, as well as for members of the Diversity and Equality committee so that they can advise a possible victim regarding specialised medical or psychological assistance in accordance with the social resources available in each area. Also provide information regarding where the domestic violence victim may obtain information or report a crime.

7.1.6. All issues managed by Gamesa internally in relation to victims of domestic violence will be treated with maximum confidentiality.

4. Tracking Equality Plan execution

This plan will be valid as of 22 July 2010 to 31 December 2012 and will be automatically extended if a new plan is not defined. Annually the plan will be revised or actions or updates may be incorporated in relation to the needs detected.

During this period the actions planned will be tracked and a detailed report regarding the advances made will be carried out on the following dates: January 2011, January 2012 and January 2013.

This report will be given to the Permanent Diversity and Equality Commission.

Gamesa will appoint a person responsible for Diversity and Equality in the company that will form part of the Permanent Commission of Diversity and Equality and will carry out the functions of:

- Follow-up of the implementation of the Equality Plan actions with each of the people responsible.
- Informing the Permanent Diversity and Equality Commission and management regarding the progress of the Equality Plan.
- Elaborating annual reports (January 2011, January 2012 and January 2013).
- Organisation and coordination of the meetings with the Permanent Diversity and Equality Commission.
- To urge the formalisation of the processes that may be required as a result of the Equality Plan.

5. Evaluation and indicators of Equality Plan execution.

The main data presented in the analysis of the situation for each of the areas analysed and the indicators established will be reviewed annually. Actions to improve the Equality Plan may be established, based on the results of assessments carried out.

Indicators:

Promotion:

- Evolution and qualitative details of the percentage of women and men promoted in relation to the applications presented.

Training:

- Evolution of number of hours for women and number of hours for men. Type of training.

Recruitment:

- Tracking and evolution of the data of men and women incorporated.

Communication:

- Follow-up of the awareness and perception of the employees of the Equality Plan and its initiatives through the employee opinion survey or Gamesa People Survey.
- Quantitative or Qualitative evaluation of the communication actions through the corporate communication channels in:
 - Distribution and implementation of the Gamesa Equality Plan.
 - Equality of opportunities in Gamesa in the different action points.
 - Family-work-life balance in Gamesa.
 - Distribution and implementation of the prevention of sexual or gender harassment and bullying or mobbing protocol.
 - External report of the main indicators through the annual sustainable report.
 - Regular information to the Permanent Commission of the main initiatives prior to the Plan's launch.

Remuneration:

- Review of the salary range and bonuses by collective agreements across the different levels and areas to analyse the evolution of possible differences.

Family-work-life balance:

- Data relative to the family-work-life balance within Gamesa
- Requests for change of position in Gamesa for family-work-life balance reasons.

Prevention of sexual or gender harassment and bullying protocol :

- Number of claims for sexual or gender harassment or bullying received. Results of investigation process.

Occupational Health

- Adaptations, modifications to position and/or suspensions during pregnancy or breastfeeding period according to the communications of pregnancy and consequent re-evaluation of risks.

6. Creation of permanent Diversity and Equality Commission.

With the objective of following up on the adherence to and development of the Equality Plan, a Permanent Diversity and Equality Commission will be established with the following members:

- Appointed by the Management of the company:
 - 5 members
- Appointed by the authorised union representatives:
 - 2 members of CCOO-FITEQA
 - 2 members of CCOO-FI
 - 2 members of MCA-UGT
 - 2 members of FIA-UGT
 - 2 members of ELA

The functions of this Permanent Diversity and Equality Commission are:

- To review the progress made in the Equality Plan from the follow-up reports prepared by the person responsible for Diversity and Equality in Gamesa.
- To propose possible changes or improvements to the Equality Plan according to the results of assessments made, new needs detected and/or difficulties encountered when implementing action points.
- To participate in the development of the actions and collaborate with the implementation of them in the manner required.

The Commission will meet on a quarterly basis or if requested by any members.

ANNEX 1. GAMESA COMPANIES IN SPAIN

CIF	EMPRESA
B01027358	CAMETOR, S.L.UNIPERSONAL
A58013806	CANTAREY REINOSA, S.A.UNIPERSONAL
A31936941	COMPASS TRANSWORLD LOGISTICS, S.A.
B28600666	ENERTRON, S. L.UNIPERSONAL
A48945489	ESPECIAL GEAR TRANSMISSION S.A.UNIPERSONAL
A31844277	ESTRUCTURAS METALICAS SINGULARES S.A.UNIPERSONAL
A09381666	FUNDICION NODULAR DEL NORTE, S.A.UNIPERSONAL
A01011253	GAMESA CORPORACION TECNOLOGICA S.A.
A95373353	GAMESA ELECTRIC, S.A.UNIPERSONAL
A80477144	GAMESA ENERGIA S.A.UNIPERSONAL
A95318879	GAMESA ENERGY TRANSMISSION S.A.UNIPERSONAL
B31907330	GAMESA EÓLICA S.L.UNIPERSONAL
B31890205	GAMESA INNOVATION AND TECHNOLOGY S.L.UNIPERSONAL
A84649227	GAMESA INVERSIONES ENERGÉTICAS RENOVABLES S.A.UNIPERSONAL
A25455320	GERR. GRUPO ENERGETICO XXI S.A.UNIPERSONAL
A82140039	MADE TECNOLOGIAS RENOVABLES,

	S.A.UNIPERSONAL
A15573173	TRANSMISIONES EOLICAS DE GALICIA S.A.UNIPERSONAL
A97651475	VALENCIA POWER CONVERTERS, S.A.UNIPERSONAL