Fundació Institut de Recerca Biomèdica (IRB Barcelona)

IV EQUALITY PLAN

2026 – 2030

CONTENTS

1. INTRODUCTION

The Equality Plan of the Institute for Biomedical Research Foundation (hereinafter, IRB Barcelona), with CIF ESG63971451, is framed within the current legal framework, in particular, in the provisions of Organic Law 3/2007, of March 22, for the Effective Equality of Women and Men, as well as in Royal Decree Law 6/2019, of March 1, on urgent measures to guarantee equal treatment and opportunities between women and men in employment and occupation.

According to Article 46 of Organic Law 3/2007, of March 22, for the Effective Equality of Women and Men, equality plans are a structured set of measures, adopted following a situational diagnosis, designed to achieve equal treatment and opportunities between women and men within an organization and to eliminate sex-based discrimination.

Equality plans must establish the specific equality objectives to be achieved, the strategies and practices to be adopted to reach them, as well as the establishment of effective systems for monitoring and evaluating the objectives set.

To attain the set objectives, equality plans may include, among others, the issues of female underrepresentation, access to employment: selection and hiring, professional classification, professional promotion and training, remuneration, co-responsible exercise of the rights to reconcile personal, family and work life, working conditions/organization of working time to promote, in terms of equality between women and men, and the prevention of sexual harassment and harassment based on sex.

In accordance with Article 3 of Organic Law 3/2007, the principle of equal treatment for women and men implies the absence of any direct or indirect discrimination on grounds of sex, particularly that derived from maternity, family obligations, and marital status. This Equality Plan seeks to embed the integration of the principle of equal opportunities and treatment in the Institute's people management framework and thus continue to improve the working environment and labour relations, staff satisfaction, quality of life, and occupational health.

This IV Equality Plan has been developed with the technical support of the Igualia consultancy, under the direction of Meritxell Canyada, an Equality Agent and forensic expert in workplace harassment and labour conflicts.

2. LEGAL FRAMEWORK OF REFERENCE

Equality between women and men is a **universal legal principle** and a fundamental right that IRB Barcelona recognizes and upholds. This Equality Plan has been designed following the standards established in the following areas:

International and European scope

It is based on the **Universal Declaration of Human Rights,** ILO resolutions, and **European Union directives**. These standards guarantee:

- Equal treatment and opportunities in access to employment.
- The principle of **equal pay** for work of equal value.
- The protection of dignity and the prevention of sexual harassment.
- Measures for the reconciliation of family and professional life.

State and Autonomous Community

The Plan complies with the legal obligations set out in the **Spanish Constitution** (Art. 14 and 9.2) and, especially, with the following current regulations:

Effective Equality: Organic Law 3/2007 and Law 17/2015 of the Generalitat of Catalonia.

Equality and Transparency Plans: RD 901/2020 and RD 902/2020, which regulate the preparation, registration, and remuneration audit of the plans.

Comprehensive Protection: Law guaranteeing sexual freedom (10/2022) and laws to eradicate gender-based violence.

Applicable Labour Framework

Finally, this document aligns with the provisions of the **Workers' Statute** and the **Collective Agreement for offices and firms in Catalonia,** guaranteeing a safe, diverse, and discrimination- free work environment.

3. MANAGEMENT COMMITMENT

The management of IRB Barcelona reaffirms its commitment to ensuring equal treatment and opportunities for women and men, integrating equality as a strategic principle of its Corporate and Human Resources policies, in accordance with Organic Law 3/2007. This commitment applies across all areas of activity, including recruitment, promotion, remuneration, training, working conditions, occupational health, work–life balance, and the prevention of harassment and discrimination.

The Institute adopts the principle of equal opportunities in all internal and external communications and pays particular attention to preventing indirect discrimination. This commitment is implemented through

the Equality Plan, which establishes monitoring mechanisms to ensure continuous progress toward real equality. The legal representation of employees (Work Council) will participate throughout the drafting, implementation, monitoring, and evaluation of the Plan, in compliance with RDL 6/2019 and RD 901/2020.

4. CONCLUSIONS OF THE SITUATIONAL DIAGNOSIS

IRB Barcelona has negotiated with the legal representation of employees within the Negotiating Committee (Section 9), a Situational Diagnosis regarding equality. This process identified key areas and aspects for improvement to ensure the Institute moves towards real and effective equality between women and men.

This Equality Plan has been established as a result of these findings, and in collaboration with the Equality and Diversity Committee (EDC), and Igualia—the external consultancy responsible for the development of this Plan.

4.1. ORGANIZATIONAL MANAGEMENT /COMMITMENT TO EQUALITY

IRB Barcelona demonstrates a strong institutional commitment to equal treatment and equal opportunities, reflected in its governing documents and the implementation of the IV Equality Plan. The organization shows its intention to continue strengthening this commitment through the development of a new Equality Plan based on the current diagnostic report. The Code of Conduct explicitly guarantees equal opportunities and non-discrimination on grounds such as birth, race, sex, sexual orientation, religion, civil status, opinion, or any other social condition.

The Situational Diagnosis highlights the need to improve internal communication regarding the objectives, development, and implementation of the Equality Plan, to encourage staff participation and contributions. Focus groups emphasize the importance of reinforcing communication and visibility of the institutional commitment to equality, diversity, and inclusion, moving beyond mere regulatory compliance. Greater internal and external visibility of the Equality Plan and the Queer Group is recommended, along with the promotion of transversal spaces for dialogue and participation to foster an inclusive organizational culture.

Finally, it is recommended that the Institute continue to ensure compliance with current regulations and further address identified areas for improvement through positive action measures aimed at guaranteeing equal opportunities between women and men and eliminating unconscious cultural biases.

4.2. TEMPLATE CHARACTERISTICS

IRB Barcelona has a predominantly female workforce (**61.90% women** compared to **38.10% men**), with a representation gap of 23.81% in favour of women.

Situational Diagnosis:

- **Turnover and Culture:** 52% of the workforce has been with the company for between 1 and 3 years. This high turnover threatens the long-term integration of equality values into the organizational culture.
- **Young Profile:** The majority of staff are between the ages of 21 and 35. This implies a high probability of needs linked to raising and caring for family members.
- **Occupational Segregation:** There is a high representation of women in management and coordination profiles (*Administrative Assistant*, Administration *Section Head*), while advanced research profiles or technical management positions tend to be predominantly held by men.

The progress achieved thus far encourages a continued commitment to strengthening the transition towards full representation of both genders in positions of responsibility. It is considered essential to further promote parity through policies that foster equal opportunities, such as awareness-raising initiatives and the review of selection and professional promotion processes.

4.3 EQUAL PARTICIPATION IN WORKPLACE SELECTION AND RECRUITMENT PROCESSES

IRB Barcelona shows a predominance of women among new hires. Although the overall presence of women and men is relatively balanced, a female predominance persists. While selection processes are generally conducted objectively and transparently, it is recommended that these procedures and final decision-making frameworks be reviewed to identify and eliminate potential gender biases that may be perpetuating this trend, thereby ensuring more effective use of incoming talent.

From a gender perspective, it is advisable to analyse job descriptions and evaluation criteria, recruitment channels, the language used in job advertisements, and the overall selection process, to ensure neutrality, objectivity, and transparency, and to promote equal opportunities.

In line with focus group feedback, there is a need to promote parity in a sustained manner over time, particularly in positions of responsibility and leadership. Continued awareness-raising among staff is also recommended to prevent positive action measures from generating perceptions of “quotas”.

Ongoing training in equality and gender for all staff involved in recruitment and selection is considered

essential to achieving the objectives of the Equality Plan.

Finally, it is recommended that the exit interview procedure be consolidated and extended to all staff members leaving the organization voluntarily. This measure is intended to facilitate the collection of qualitative data regarding the reasons for leaving, ensure that such resignations are based on objective and non-discriminatory grounds, and support effective workforce replacement planning.

4.4 PROMOTION

In the last three years, IRB Barcelona has carried out 142 internal promotions, of which 66% (94) have been for women and 34% (48) for men. Consistent with the overall staff composition, promotion rates show a higher representation of women across all years.

The promotion system—based on objective job descriptions and open publication of vacancies— ensures transparency and fairness. In addition, development programmes (individual, group, and coaching) ensure all staff members have the resources to grow professionally. However, according to the perceptions detected in the focus groups, it is important to increase transparency in promotion and professional development processes, ensuring clear and accessible criteria for all.

To continue strengthening the trajectory of women in positions of responsibility, it is proposed that annual awareness-raising and female leadership conferences be organized. These sessions will highlight women's experiences relevant to the organization and/or sector of activity, introduce leadership styles with a gender perspective, and promote cultural change through the exchange of good practices and the development of specific actions to consolidate a more inclusive organization.

4.5 TRAINING

A predominance of women is observed in training participation, both in terms of the number of courses and total hours, particularly in activities addressing development and equality. Conversely, higher participation by men is noted in technical training sessions.

It is recommended that the entire training plan and its procedures be reviewed from a gender perspective so that the training contributes to the achievement of IRB Barcelona's Equality Policy, for example, in the service of promoting the less represented sex in positions where there is underrepresentation.

In accordance with the regulations outlined in Organic Law (LO) 10/2022, it is recommended that mandatory

awareness training on sexual violence be completed by the entire workforce. This requirement applies particularly to new hires, while refresher training is to be implemented for existing staff. At the same time, it is appropriate to continue promoting training in equality, diversity, harassment prevention, and inclusive language for the entire workforce.

4.6 FEMALE UNDERREPRESENTATION

IRB Barcelona states that men and women can access management positions with equal treatment and opportunities, although positive action measures will be proposed to increase the presence of women in certain management positions, such as Group Leader. The other observations and proposals have already been set out in previous conclusions.

4.7 SALARY POLICY: REMUNERATION

IRB Barcelona uses the official Job Evaluation Tool of the Ministry of Labour and the Women's Institute. This system guarantees compliance with RD 902/2020, ensuring a pay audit based on a sex perspective and the principle of equal pay for work of equal value.

In summary, IRB Barcelona has 102 jobs positions that have been grouped into 7 levels. A data analysis was carried out between 1 January and 31 December 2024, using actual perceived data, without normalization. The analysis shows a predominantly female workforce, with women representing 62.4% of the total staff.

After exhaustive analysis of the different remuneration components of IRB Barcelona during 2024, the following conclusions and justifications have been reached:

Total annual remuneration: The global remuneration gap, in the non-normalized information (real perceptions, which may imply differences if the person has had a working period of less than one year), is 2.26% at the median and 1.59% at the median.

The detailed analysis by groupings shows that the main deviations occur in groupings with few effects, with small individual variations having a very high statistical impact.

These differences are considered non-significant and demonstrate a balanced remuneration system adjusted to objective criteria.

No signs of structural or systematic sex-based pay discrimination have been identified within the organization.

4.8 EQUAL WORKING CONDITIONS

There do not seem to be substantial differences regarding the type of hiring and working conditions for women and men.

It is recommended that a guide of recommendations and good practices for pregnant and breastfeeding employees be developed and disseminated to the workforce. It is also necessary to ensure that Occupational Health and Safety staff receive specific training on equality between women and men.

It is recommended that indicators disaggregated by gender be introduced into the different databases, as well as in the studies carried out (accident study, control of absences, etc.).

Finally, it is recommended that actions to improve staff well-being and commitment be promoted, fostering a more participatory and transparent work environment. This includes defining clear and shared objectives, enhancing spaces for interaction and dialogue (such as retreats or internal meetings), and promoting a culture of positive feedback. It is also proposed that well-being activities and surveys that promote self-reflection, awareness of diversity, and a sense of belonging to the institution be organized.

4.9 RESPONSIBLE EXERCISE OF THE RIGHTS TO RECONCILE PERSONAL, FAMILY, AND WORK LIFE

IRB Barcelona has a workforce with family responsibilities. However, work-life balance measures are mostly used by women, which reflects that they continue to assume, to a large extent, care and household tasks, due to social and cultural expectations linked to their role as caregivers.

The provision of work-life balance measures exceeding those established by law and collective agreements is noted as a significant organizational strength. To further this progress, it is recommended that awareness-raising campaigns and co-responsibility training be implemented. Such initiatives are intended to encourage greater uptake of these measures among men, thereby decoupling caregiving responsibilities from traditional sex roles in alignment with the Equality Plan's objectives. Simultaneously, the visibility and communication of available work-life balance and flexible working arrangements must be reinforced.

4.10 PREVENTION OF SEXUAL HARASSMENT AND SEX-BASED HARASSMENT

Although the regulations do not require separate protocols, it is recommended that the sexual harassment or based on sex protocol be differentiated from the workplace or psychological harassment protocol, as these are distinct categories and require specific treatment.

The inclusion of a detailed presentation of the harassment protocols—encompassing their location, fundamental aspects, and the WellBIST programme—within the onboarding process for new hires is considered a positive practice.

On the other hand, updated training on addressing sexual violence will be provided to all staff who have not received this training so far and to new hires, especially those in charge of the research commission.

Lastly, the creation of dedicated signage providing direct access to different protocols is planned. Such signage will be positioned in strategic, high-visibility locations to ensure easy access for the workforce.

4.11 GENDER-BASED VIOLENCE

IRB Barcelona has not adopted any positive action measures to encourage the hiring of women victims of gender-based violence, nor is there a protocol to address situations of female employees who are victims of gender-based violence. To date, there have been no cases of female employees being victims of gender-based violence within the institution.

It is recommended that a procedure be designed, developed, and implemented to address this area along the lines proposed, which includes the labour rights of victims of gender violence according to the legislation, the applicable Collective Agreement, and those for improvement to IRB Barcelona. This protocol will include the procedure for supporting victims and facilitating the exercise of their rights within the workplace. Finally, it is recommended that gender-based violence awareness-raising actions focused on the entire workforce continue to be implemented.

4.12 COMMUNICATION AND USE OF LANGUAGE

IRB Barcelona's visual communication conveys values of equality, with a balanced representation of men and women in both image and roles. However, the written language of the website sometimes uses the generic masculine, an aspect that will need to be reviewed to adapt it to linguistic equality criteria.

Advertising and corporate materials do not reproduce gender stereotypes, and specific roles are not linked to a particular sex. In addition, the institutional image, both internally and externally, reflects a clear commitment to equal opportunities. In this regard, staff are aware of the institution's equality policy and have received direct communication about the development of the Equality Plan.

An in-depth review of all IRB Barcelona's internal and external communication tools from a gender perspective is recommended.

It is proposed that the Non-Sexist Language Manual be reviewed and an awareness campaign be carried out, transferring recommendations for its correct use to the whole IRB Barcelona community.

Likewise, it is considered necessary that personnel responsible for drafting IRB Barcelona's internal and external documents receive training and technical support. This will ensure the integration of gender-neutral language across all procedures developed, thereby contributing to an organizational culture that is more respectful of gender and diversity as a whole.

5. GENERAL OBJECTIVE

The general objective of the Equality Plan is to promote the development of an organizational culture that supports the strategic integration of the principle of equal treatment and opportunities in the management of human capital, incorporating the gender perspective and other diversity factors in all internal and external action procedures, thereby expanding its CSR strategy to the social sphere.

6. SCOPE OF APPLICATION AND VALIDITY OF THE EQUALITY PLAN

PERSONAL SCOPE:

This Equality Plan (with tax ID ESG63971451) is applicable all IRB Barcelona employees.

TEMPORAL SCOPE:

This Equality Plan will enter into force at the time it is registered, remaining in force for a period of 4 years. Six months before the end of this Plan, the negotiation process for the next Equality Plan will proceed, based on the annual monitoring reports and final evaluation of this Plan, as well as the update of the situation diagnosis.

MODIFICATION PROCEDURE

If modifications to this Plan are required due to legal changes or internal needs, IRB Barcelona will activate the legal requirements protocol. All updates will be approved by authorized parties in accordance with **RD 901/2020**.

Grounds for Revision

The Equality Plan must be reviewed under the following circumstances:

- Results from scheduled monitoring and evaluation.
- Non-compliance identified by the Labour and Social Security Inspectorate.
- Mergers, acquisitions, or changes to the legal status of the institution.

- Substantial changes to the workforce, work methods, or salary schemes.
- Court rulings regarding sex discrimination or plan inadequacy.

Competencies for Modification

Equality Committee: Authorized to handle modifications under **point (a)**. They may add, reorient, or adjust measures at any time based on observed effects.

Negotiating Committee: For cases **(b) through (e)**, a new Negotiating Committee must be formed as per Article 5 of RD 901/2020. This process requires a full update of both the diagnostics and the Plan measures.

Conflict Resolution

In the event of irreconcilable disputes regarding the application or evaluation of the Plan, the parties will turn to external extrajudicial bodies:

Tribunal Laboral de Catalunya (TLC): The primary autonomous body for labour disputes in Catalonia.

SIMA Foundation: For mediation and arbitration of collective labour disputes.

Both bodies operate under principles of gratuity, equality, impartiality, and speed.

7. STRUCTURE OF THE EQUALITY PLAN

The Equality Plan is structured according to the areas analyzed in the **Situation Diagnostics**:

7.1. Organizational Management / Commitment to Equality

7.2. Selection, Recruitment, and Professional Classification

7.3. Professional Promotion

7.4. Training

7.5. Remuneration

7.6. Co-responsible Exercise of Work-Life Balance Rights (Personal, Family, and Professional).

7.7. Prevention of Sexual Harassment/ Harassment based on sex

7.8. Occupational Health

7.9. Protection against Gender-based Violence

7.10. Communication and Use of Language

7.11. Monitoring and Evaluation

For each of these areas, **specific objectives** have been identified to contribute to the fulfilment of the general objective. To make these specific objectives operational, a set of **positive actions** grouped into

measures has been designed.

POSITIVE ACTIONS BY AREA ACCORDING TO STRUCTURE

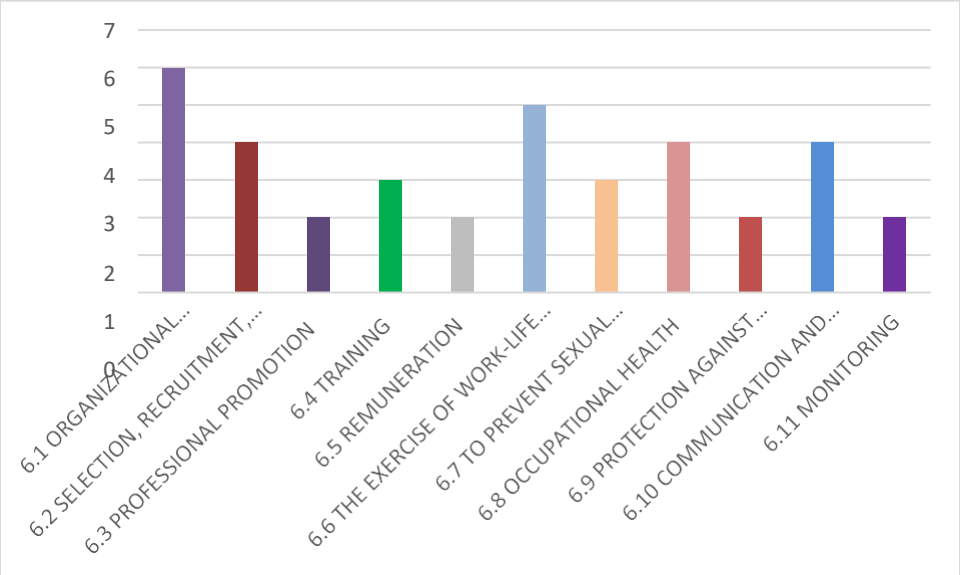
Based on the diagnosis of IRB Barcelona, a series of positive actions have been developed.

To facilitate the implementation, monitoring, and evaluation of each of the proposed targeted initiatives, descriptive sheets have been prepared for each one, identifying the following content:

- **Positive Action:** Name of the Action and schematically describes the measure to be carried out.
- **Recipient person(s):** Identification of the target audience.
- **Person(s) responsible:** The person responsible for integrating each Positive Action into the Equality Plan.
- **Material resources**: Identification of the resources required to ensure the execution of the action, or a commitment to guarantee their future allocation.
- **Indicators:** They allow systematic tracking of each of the proposed actions at three levels:
    - **Results:** Provides data on the degree of execution and compliance with both the specific and general objectives for each action.
    - **Process:** Evaluates the utilization of planned resources, adherence to the timeline, and the management of any deviations or unforeseen difficulties encountered during implementation.
    - **Impact:** Measures the evolution of the indicators identified in the initial diagnosis, providing evidence of the progress made toward eliminating or reducing inequalities in each area of analysis.
- **Timeline & Budget:** Defined execution periods and economic impact.

To complete the evaluation cycle, each action record will also include a **compliance level** (3-tier scale), **actual results**, **real execution date**, and the specific **Committee Minutes** where the follow-up occurred.

ACTIONS INCLUDED IN THE EQUALITY PLAN



7.1	Organizational Management / Commitment to Equality	6
7.2	Selection, Recruitment, and Professional Classification	4
7.3	Professional Promotion	2
7.4	Training	3
7.5	Remuneration	2
7.6	Co-responsible Exercise of Work-Life Balance Rights (Personal, Family, and Professional)	5
7.7	Prevention of Sexual Harassment / Harassment based on sex	3
7.8	Occupational Health	4
7.9	Protection against Gender-based Violence	2
7.10	Communication and Use of Language	4
7.11	Monitoring and Evaluation	2
Total		37

7.1 ORGANIZATIONAL MEASURES / COMMITMENT TO EQUALITY

To embed the commitment to equality within the institutional strategy.

ACTION	TARGET AUDIENCE	PEOPLE IN CHARGE	INDICATORS
1. Integrate the gender and diversity perspective in strategic planning and decision-making.	Management, middle management, EDC.	Equality Diversity Committee (EDC) and General Directorate.	Number of plans and documents that incorporate a gender and diversity perspective.
2. Incorporate the gender variable into all people management indicators to improve knowledge of the situation of women and men.	People & Academic Affairs team	People & Academic Affairs team	Reporting of results to the Equality Commission using Equality Plan indicators.
3. Include a brief session on gender equality, co-responsibility, and harassment prevention on the onboarding day, as well as explain the Equality Plan, support channels, the EDC, and the Queer Group.	New joiners	People & Academic Affairs team	% of attendees in relation to the total number of new hires. Satisfaction level of participants (via a post-session survey).
4. Create participation and debate spaces to foster the active involvement of the entire IRB community in	All staff	EDC and Queer Group	Number of meetings held and participation level.

equality matters.			
5. Establish a coordination procedure with collaborating companies to ensure compliance with equality standards and harassment prevention.	Collaborating companies	Health & Safety (People & Academic Affairs team)	Coordination of business activities (CAE).
6. Establish an annual budget to enable the implementation of the Equality Plan.	EDC	Finance Department	Annual budget allocation.

7.2 SELECTION, RECRUITMENT, AND PROFESSIONAL CLASSIFICATION MEASURES

To expand the review of selection procedures to ensure equal treatment and opportunities, contributing to a proportional workforce composition.

ACTION	TARGET AUDIENCE	PEOPLE IN CHARGE	INDICATORS
1. Use neutral terms in the professional designation and classification, avoiding the use of the feminine or masculine form whenever possible, and check that the professional classification complies with the principle of equality.	All staff	People & Academic Affairs team	Neutral designations and a professional classification system used in the organization.
2. Carry out a review and update of job descriptions.	All staff	People & Academic Affairs team	Number of job descriptions reviewed and updated.
3. Incorporate inclusive and welcoming language in job offers and recruitment communications.	Staff responsible for recruitment and selection	People & Academic Affairs team	Number of job offers reviewed.
4. Develop a standardized exit interview procedure.	Employees leaving voluntarily	People & Academic Affairs team /EDC	Number of exit interviews conducted (disaggregated by gender) Identification of reasons for leaving. Length of stay at the institution. Department/unit involved. Type of job the person is leaving.

7.3 PROFESSIONAL PROMOTION MEASURES

To foster the presence of women in positions of responsibility and decision-making roles, aligned with the existing workforce distribution criteria.

ACTION	TARGET AUDIENCE	PEOPLE IN CHARGE	INDICATORS
1. Develop and publish an internal guide for professional development and promotion.	All staff	People & Academic Affairs team	Publication.
2. Organization of awareness-raising and leadership workshops with a gender perspective.	All staff	People & Academic Affairs team	Number of workshops/sessions held & participation rate.

7.4 TRAINING MEASURES

To incorporate the principle of equality and a gender perspective into the Training Policy to contribute to the creation of a work environment and culture of respect for gender diversity, among others.

ACTION	TARGET AUDIENCE	PEOPLE IN CHARGE	INDICATORS
1. Implement continuous training in equality, diversity, and inclusive language for all staff.	All staff	People & Academic Affairs team	Number of hours and people trained, disaggregated by sex.
2. Specific and ongoing training in selection with a gender and diversity perspective for staff participating in recruitment processes.	Staff responsible for selection processes	People & Academic Affairs team	Number of hours and people trained, disaggregated by sex.
3. Provide training on gender, diversity, and inclusive language for middle managers, management, and positions of responsibility.	Senior management, middle management	People & Academic Affairs team	Number of hours and people trained, disaggregated by sex.

7.5 REMUNERATION MEASURES

To monitor the application of the remuneration policy to ensure it does not create inequalities between women and men. To comply with the mandatory principle of 'equal pay for work of equal value'.

ACTION	TARGET AUDIENCE	PEOPLE IN CHARGE	INDICATORS
1. Develop a remuneration register, incorporating the levels resulting from the pay audit.	People & Academic Affairs team/ EDC	People & Academic Affairs team	Preparation of the remuneration register in accordance with current legislation, including the pay gap for all salary concepts by: - Position - Category - Professional group - Audit levels - Positions of equal value
2. Review and maintain an updated assessment of jobs of equal value.	People & Academic Affairs team/ EDC	People & Academic Affairs team	Documentary evidence of job evaluation.

7.6 MEASURES FOR THE EXERCISE OF WORK-LIFE BALANCE RIGHTS (PERSONAL, FAMILY, AND PROFESSIONAL)

To design a work-life balance policy to facilitate and promote the reconciliation of personal, family, and professional life.

ACTION	TARGET AUDIENCE	PEOPLE IN CHARGE	INDICATORS
1. Review and disseminate existing work-life balance measures to encourage their use by the entire workforce.	All staff	People & Academic Affairs team	- Evidence of dissemination to the workforce. - Percentage of use of measures by sex.
2. Carry out an awareness campaign on work-life balance and co-responsibility.	All staff	People & Academic Affairs/Communication team	Documentary evidence of the campaign material.
3. Develop a guide to good practices for work-life balance and co-responsibility.	All staff	People & Academic Affairs team / EDC/ Equality Commission	Development and dissemination of a Good Practices Guide.
4. Promote equality for Group Leaders during pregnancy and paternity.	All IRB Group Leaders	People & Academic Affairs team	Number of Group Leaders who benefit from the initiative by sex.
5. Promote equality in travel for professional scientific activities.	All IRB members who need childcare (up to 6 years old) or support for family members at home or at the venue of a conference, research meeting, training activity, or interview to obtain funding for a project, etc.	People & Academic Affairs team	Number of IRB members benefiting from the initiative, disaggregated by sex.

7.7 MEASURES TO PREVENT SEXUAL HARASSMENT/SEX-BASED HARASSMENT

To fulfill IRB Barcelona's commitment to zero tolerance for Sexual Harassment and Gender-Based Harassment. To establish procedures for the prevention and reporting of sexual and gender-based harassment situations.

ACTION	TARGET AUDIENCE	PEOPLE IN CHARGE	INDICATORS
1. Provide all staff, including middle managers, management, and other positions of responsibility, with training in the prevention of harassment and sexual violence.	All staff	People & Academic Affairs team (Training and Health & Safety Department)	Number of hours and people trained, disaggregated by sex.
2. Disseminate to the entire workforce a Zero-tolerance policy for any type of violence, harassment, and discrimination, explicitly including gender-based violence.	All staff	People & Academic Affairs Department/EDC	Development of a Zero-tolerance policy document.
3. Review the harassment prevention protocol annually for compliance with regulatory requirements and legal requirements.	All staff	People & Academic Affairs team /Equality Commission/Health & Safety Committee	Annual review.

7.8 OCCUPATIONAL HEALTH MEASURES

To review the occupational risk prevention and risk assessment policies, incorporating the principle of equality and a gender perspective.

ACTION	TARGET AUDIENCE	PEOPLE IN CHARGE	INDICATORS
1. Develop a guide of recommendations and good practices for pregnant and breastfeeding employees.	Pregnant and breastfeeding employees	Health & Safety Committee/ People & Academic Affairs team	Dissemination & Intranet.
2. Develop a conflict management protocol.	All staff	Health & Safety Committee/ People & Academic Affairs Area	Development of a Protocol document.
3. Integrate the gender perspective into the psychosocial risk assessment.	All staff	Health & Safety Committee/ People & Academic Affairs team	Percentage of psychosocial risk assessments conducted annually. Types of the most common risks identified. Number of corrective actions implemented in response to assessment results.
4. Organize cross-functional meetings or internal cohesion activities among the entire IRB Barcelona community.	All staff	People & Academic team Affairs/EDC	Number of activities carried out and level of participation.

7.9 MEASURES FOR PROTECTION AGAINST GENDER-BASED VIOLENCE

To raise awareness among the workforce and foster a safer, more respectful work environment.

ACTION	TARGET AUDIENCE	PEOPLE IN CHARGE	INDICATORS
1. Develop an internal Gender-Based Violence Protocol for the workforce. In addition to establishing management procedures and reporting circuits, this protocol will guarantee the labour and Social Security rights provided for by legislation and collective agreements.	All staff	People & Academic Affairs team / Equality Commission	Documentary evidence.
2. Continue implementing awareness-raising actions on gender and diversity	All staff	EDC/ Communication	- Documentary evidence. - Number of actions.

7.10 COMMUNICATION AND INCLUSIVE LANGUAGE MEASURES

To disseminate all commitments made and actions taken within the framework of this Equality Plan to the entire workforce and to contribute to the non-sexist use of inclusive language within the institutional culture, ensuring consistency with the commitment to equality in all internal and external communication processes.

ACTION	TARGET AUDIENCE	PEOPLE IN CHARGE	INDICATORS
1. Conduct internal and external dissemination of the Equality Plan and its strategic objectives throughout the IRB community.	All staff	Equality Commission / Communication	Evidence of dissemination.
2. Promote and increase the visibility of the Queer Group as a reference in matters of diversity.	All staff	Queer Group/Communication	Evidence of dissemination.
3. Develop a non-sexist language manual and carry out an awareness campaign to disseminate it.	All staff	Equality Commission	- Non-sexist language manual. - Evidence of awareness-raising campaigns.
4. In-depth review of all documentation and internal and external communication tools from a gender perspective.	The entire staff	Equality/Communication Commission	- Number of internal and external communication channels reviewed. - Language review record for different media and modifications made.

7.11 MONITORING MEASURES

Contribute to strengthening the monitoring of key procedures to ensure compliance with the equality objectives agreed upon in this plan.

ACTION	TARGET AUDIENCE	PEOPLE IN CHARGE	INDICATORS
1. Hold periodic Equality Commission meetings to monitor plan implementation, review positive actions, and analyze staff feedback.	All staff	Equality Commission	- Record of the minutes of the Equality Commission. - Number of reports prepared in accordance with the regulations and the agreements set out in this Plan.
2. Prepare interim and final evaluation reports to monitor progress and rectify non-conformities	All staff	Equality Commission	- Annual monitoring reports. - Equality Plan final evaluation report. - Dissemination channels.

8. MONITORING AND EVALUATION

Article 46 of Law 3/2007, which regulates the concept and content of company equality plans, states verbatim that "Equality plans will set the specific equality objectives to be achieved, the strategies and practices to be adopted to achieve them, as well as the establishment of effective systems for monitoring and evaluating the objectives set."

An Equality Plan is a dynamic project that requires constant review and updating, so it is undoubtedly necessary to organize the monitoring and evaluation formulas and procedures in order to maintain and improve it in the aspects that are necessary.

Chapter I of the "General Principles" of Title II of "Public Policies for Equality" of Law 3/2007 stipulates certain requirements for public authorities that serve as a valuable benchmark for systematizing the collection of equality data. Specifically, Article 20, the "Adequacy of statistics and studies", defines guidelines to ensure the effective integration of equality into routine activities. These provisions are incorporated here due to their relevance and applicability to the present Equality Plan:

a. Systematically include the sex variable in the statistics, surveys, and data collection conducted.

b. Establish and include in statistical operations new indicators that facilitate an enhanced understanding of the differences in the values, roles, situations, conditions, aspirations, and needs of women and men, their manifestation and interaction within the specific context under analysis.

c. Design and introduce the necessary indicators and mechanisms that enhance understanding of the incidence of other variables whose concurrence generates situations of multiple discrimination in the different areas of intervention.

d. Create samples large enough so that the various variables included can be exploited and analyzed based on the sex variable.

e. Exploit the data available in order to learn about the different situations, conditions, aspirations, and needs of women and men in the different areas of intervention.

f. Review and, if necessary, adapt existing statistical definitions to contribute to the recognition and appreciation of women's work and avoid negative stereotyping of certain groups of women.

Monitoring and evaluation indicators

This Plan has been developed with a defined set of objectives and indicators to ensure the rigorous monitoring of execution, outcomes, and impact. This framework thus enables measurement of the degree of compliance and impact.

Of note, in the Diagnosis phase, the indicators required by Royal Decree 901/2020 have been taken into account, which regulates equality plans and registration and modifies Royal Decree 713/2010, of May 28, on the registration and deposit of collective labour agreements, and Royal Decree-Law 6/2019, of March 1, on urgent measures to guarantee equal treatment and opportunities between women and men in employment and occupation.

Monitoring and evaluation of the Plan will involve the development of:

- An Annual Monitoring Report
- A Final Report (at the end of the Plan)

A maximum period of two months following the end of the calendar year is established for the issuance of the aforementioned reports.

The Equality Commission will be responsible for monitoring and evaluation tasks.

9. NEGOTIATING COMMITTEE AND MONITORING COMMITTEE

The Negotiating Committee is the joint structure (Company and LRW (Legal Representation of Workers)) for the negotiation of this Equality Plan. IRB Barcelona has LRWs in all its centres, and therefore, in accordance with RD 901/2020, this negotiation has been carried out through the formation of a Negotiating Committee formed by:

Company Representatives:

Margarita Corominas Bosch

Stefanie Krstin Wculek

Maria Isabel Labrid Borrego

Works Council Representatives:

Anna Lladó Equisoain

Laura Villarreal Tolchinsky

Carolina Sanchez Zarzalejo

The Equality Commission is the body designated by the Negotiating Commission to be responsible for overseeing the implementation and monitoring ofthe Equality Plan and the integration of equality at IRB Barcelona. Consequently, it is vital that staff are aware of the existence and composition of the Equality Commission to ensure they can convey any needs and suggestions that arise throughout the process.

Members of the Equality Commission:

Company Representatives:

Margarita Corominas Bosch

Stefanie Krstin Wculek

Maria Isabel Labrid Borrego

Works Council Representatives:

Anna Lladó Equisoain Laura

Villarreal Tolchinsky

Carolina Sanchez Zarzalejo

Objective of the Equality Commission:

To monitor compliance with the agreed Equality Plan and evaluate the impact of its measures on the advancement of equality within the organization.

Functions of the Equality Commission:

- Promote the dissemination of the Equality Plan.
- Monitor possible discrimination, both direct and indirect, to ensure that the principle of equality is applied.
- Raise awareness among staff about the importance of incorporating equal opportunities.
- Ensure the implementation of all actions planned to achieve the general objective of the Equality Plan.
- Interpret the Equality Plan.
- Stay informed about possible incidents arising from the application and their resolution.
- Incorporate those indicators not included in the initial diagnosis to improve situational awareness, and based on this, consider whether it would be appropriate to implement positive actions that respond to the conclusions derived from the results of these indicators.
- Collect information, from the departments responsible for implementing the Plan, on all established monitoring indicators disaggregated by sex, to subsequently interpret them from a gender perspective. Receive an annual update of the situation diagnosis to establish the evolution of the indicators, and with it, the impact that implementation of the measures may cause.
- Produce an annual monitoring report on the Equality Plan.

Internal operation:

1. **Meetings and events**

   The Commission will meet at least once every six months, during working hours.

   The Commission shall meet in an extraordinary session at the reasoned request of either side, providing 7 days' notice. Extraordinary meetings may be convened in the following cases:

   - The occurrence of any event or incident at the Institute that, due to its severity, could hinder the effective implementation of the targeted actions within the Equality Plan.

- The publication of new regulations that necessitate an amendment to the established Equal Opportunities policies.
- Resignation requests from one or more members of the Equality Commission due to urgent circumstances that cannot wait until the next scheduled meeting.

The Commission will be considered validly constituted when at least half of each of the members from each of the two sides are present or represented. Prior to the commencement of the first meeting, the parties will formally accept their appointments.

The Commission's decisions will require a majority vote from each of the two sides. In the event of a disagreement, both parties will be entitled to have their respective positions formally recorded in the minutes.

Minutes will be taken at every meeting, documenting the items discussed, agreements reached, documents presented, and the date of the next meeting. These minutes will be maintained in the corresponding official records of the Equality Commission.

Both parties may be assisted at each meeting by advisors, who may participate in discussions (with a voice) but will not have voting rights.

2. Incorporation of new members of the Equality Commission

Membership of the Equality Commission is voluntary; therefore, any member may resign by providing at least one month's notice.

When replacing members, the parity of voting power will be maintained between the two sides.

The termination and appointment of representatives from either party will be recorded in the minutes. Such changes will not need to be included in the meeting agenda for the appointment and acceptance of the role of the new member to be valid.

3. Duty of secrecy

All members of the Commission undertake to treat all information, data, and documents accessed or provided during their tenure with the required level of confidentiality.

10. CALENDAR

Measures	First year				Second year				Third year				Fourth year			
	Month 1-3	Month 4-6	Month 7-9	Mont h 10-12	Month 1-3	Month 4-6	Month 7-9	Month 10-12	Month 1-3	Month 4-6	Month 7-9	Mont h 10-12	Mont h 1-3	Month 4-6	Month 7-9	Month 10-12
AP 1.1.- Integration of the gender and diversity perspective in strategic planning and decision-making.																
AP 1.2.- Continued incorporation of the gender variable into all people management indicators to improve knowledge of the situation of women and men.																
AP 1.3-Inclusion of a brief session on gender equality, co-responsibility, and prevention of harassment in the Onboarding Day, as well as an explanation of the Equality Plan, support channels, the EDC, and the Queer Group.																

AP 1.4.- Creation of spaces for participation and debate to promote the active involvement of the entire IRB community in matters of equality.																
AP 1.5.- Establishment of a coordination procedure with collaborating companies to guarantee compliance with equality and the prevention of harassment.																
AP 1.6.- Establishment of an annual budget that allows compliance with the Equality Plan.																

AP 2.1- Usage of neutral terms in professional naming and classification, avoidance of naming them in feminine or masculine terms, and checking that the professional classification conforms to the principle of equality.																
AP 2.2- Revision and updating of job descriptions.																
AP 2.3-Incorporation of inclusive and welcoming language in job offers and recruitment communication.																
AP 2.4- Development of a standardized exit interview procedure.																
AP 3.1- Development and publication of an internal guide to professional development and promotion.																
AP 3.2- Organization of awareness-raising and leadership workshops with a gender perspective.																
AP 4.1- Continuous training for the entire staff in equality, diversity, and inclusive language.																

AP 4.2- Specific and continuous training in selection with a gender and diversity perspective for people who participate in recruitment processes.																
AP 4.3- Training in gender, diversity, and inclusive language for middle managers, management, and positions of responsibility.																
AP 5.1- Completion of the remuneration register, incorporating the levels resulting from the remuneration audit.																
AP 5.2- Review and updating of the assessment of jobs of equal value.																
AP 6.1- Review and dissemination of existing work-life balance measures to encourage their use by the entire workforce.																
AP6.2- Implementation of an awareness campaign on work-life balance and co-responsibility.																
AP 6.3- Development of a guide to good practices for work-life balance and co- responsibility.																
AP 6.4- Development of an initiative to promote equality for Group Leaders during																

pregnancy and paternity.																
AP 6.5- Development of an initiative to promote equality in travel associated with professional scientific activities																
AP 7.1- Provision of training in the prevention of harassment and sexual violence for all staff, including middle management, management, and other positions of responsibility.																
AP 7.2- Dissemination of a Zero-tolerance policy to the entire workforce, covering all forms of violence, harassment, and discrimination, with an explicit focus on gender-based violence.																
AP 7.3- Annual review of the harassment prevention protocol to ensure that it complies with regulatory requirements and is in line with legal requirements.																
AP 8.1- Development of a guide of recommendations and good practices for pregnant and breastfeeding employees.																
AP 8. 2--Development of a conflict management protocol.																
AP 8.3- Integration of the gender perspective into the																

assessment of psychosocial risks.																
AP 8.4- Organization of cross-functional meetings or internal cohesion activities among the entire IRB Barcelona community.																
AP9.1.- Development of an internal gender-based violence protocol for the workforce, which, in addition to guaranteeing management procedures and the work circuit in the face of this situation, guarantees labour rights and social security rights that are contemplated in the legislation and the agreement.																
AP9.2.-Continue implementing awareness-raising actions on gender and diversity																
AP 10.1- Internal and external dissemination of the Equality Plan and its strategic objectives throughout the IRB community.																
AP 10.2- Dissemination and visibility of the Queer Group as a reference space in matters of diversity.																
AP 10.3- Development of a non- sexist language manual																

and implementation of an awareness campaign to disseminate this manual.																
AP 10.4- In-depth review of all documentation and internal and external communication tools from a gender perspective.																
AP 11.1- Meetings of the Equality Commission.																
AP 11.2- Preparation of an interim report on monitoring the Plan and evaluation upon its completion.																