



MCRIT S.L. is not a Public body, Higher education establishment or a Research Organization. Nonetheless, the company has developed its own action to implement a non-discrimination policy at work. The aim of the company is to continue detecting and eradicating any possible inequalities between men and women in a work context and in the field of labor relations in accordance with our corporate identity while, on the other hand meeting current legal obligations in terms of Equality, and thus, contributing in the progress towards equal opportunities.

The company pursues the implementation of equal opportunity policies within our organizational structure aiming to reduce possible situations of direct and indirect discrimination within the working and personal environment.

By doing so, MCRIT has developed different policies, which will be stated below.

To begin with, the company has an active policy of promoting its workers by a vertical promoting basis. Of the company's 8 area heads, 80% (six) joined the MCRIT staff as recent graduates or interns. It has employees who started internships at the company and are currently in charge of the area.

Moreover, it has a fair treatment for workers in the hiring, assignment of work, training, opportunities for promotion, compensation and termination of employment, does not distinguish on the basis of sex, origin or race in their promotion of workers of the company.

The company developed a Sexual Harassment Prevention Protocol at April 2019 to prevent sexual harassment, strengthening the links and equal relations between women and men, establishing mechanisms to prevent abusive practices, and defining the protocols to be activated in case of identification of a case of harassment.

And Internal Protocol of Awareness on Corporate Social Responsibility of the company establishes the mechanisms to promote equality between women and men, establishing the following principles:

- Combination of men and women in the structure of government and in the management of the organization, with the aim of progressively achieving parity and eliminating barriers for gender reasons;
- Reduce the possible differentiated impacts between men and women in terms of the workplace and the health and safety of the community;
- Ensure that the decisions and activities of the organization that pay equal attention to the needs of men and women (for instance, check whether there is a differentiated impact on men and women arising from the development of specific products or services, or review of images of men and women presented in any communication or advertising of the organization)

MCRIT appreciates the value inherent in a diverse workforce and an inclusive work environment: more holistic and informed decision-making, greater performance and innovation; increased employee participation and a better market reputation. Thus,

the company has more than 20% of its employees in managerial and executive positions being women.

Furthermore, MCRIT has a woman on the Board of Directors of the Foundation (33% management positions) and a woman in the positions of Area Coordinators (20%). Four women are in managerial positions, which is 36% of the total workforce. More generally, 9 of MCRIT's 21 permanent employees are women, accounting for 43% of the company's body. For more details, see <http://www.mcrit.com/about/team/>.

Finally, MCRIT has a family reconciliation policy for its workers, providing technical means so that according to the needs of the employees they have the ways and days to carry out teleworking days to be able to attend to their needs, relatives (caring for children or the elderly), etc. Likewise, all workers have 2 days a month to do telework without any need for family justification.

Andreu Ulled, Barcelona, 18 June 2022

