

EVERSENS SL. declares 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 basis of sex, as well as to the promotion and encouragement of measures to achieve real equality within our organisation, establishing equal opportunities between women and men as a strategic principle of our Corporate and Human Resources Policy, in accordance with the definition of this principle established in Organic Law 3/2007, of 22 March, for effective equality between women and men.

In each and every one of the areas in which this company operates, from recruitment to promotion, including salary policy, training, working and employment conditions, occupational health, organisation of working time and conciliation, we assume the principle of equal opportunities between women and men, paying special attention to indirect discrimination. With regard to communication, both internally and externally, all decisions taken in this respect will be reported and an image of the company will be projected in accordance with this principle of equal opportunities between women and men.

And for the record, I hereby sign this declaration

**Date and place of issue**

Pamplona, 14. October 2022

**Name and signature of authorized person**

Leyre Ruete Ibarrola  
CEO