
AMORIM

Corticeira Amorim, S.G.P.S., S.A.

Equality Plan 2024



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1. Introduction

The data from the World Economic Forum's Global Gender Gap Report, released in June 2023, indicate **significant global setbacks in gender parity policy** in recent years. The impact of the COVID-19 pandemic on education, as well as on girl's and women's access to the world of work, is well known, and it has been further exacerbated by recent geopolitical crises. The positive trend that had taken place up to 2020 has halted, with gender parity indicators experiencing a significant slowdown in the last three years, and in some contexts, even deteriorating significantly.

The World Economic Forum report has been evaluating the progress towards gender parity in 141 countries since 2006. This indicator assesses several dimensions, namely Health and Survival, Educational Attainment, Economic Participation and Opportunity, and Political Empowerment. The Global Gender Gap Score in 2023 was 68.6%, representing only a slight increase of six tenths compared to 2022. This trend represents a significant slowdown towards achieving parity, suggesting that we are one hundred and thirty-one years away from achieving gender parity in the world. It's worth noting that in 2020, it was estimated that achieving gender parity would take 100 years. This means a setback of thirty-four years in just three years' time!

Iceland, Norway, Finland, Sweden and New Zealand lead the ranking of countries with the highest scores in this indicator, although Iceland is the only country with a score above 90%. It should also be emphasised that all indicators showed positive, although timid, evolution from 2022 to 2023, except for Economic Participation and Opportunity, which decreased by two tenths of a percentage point. The global indicator reveals that Europe has the most positive evaluation, followed by North American countries. The Middle East and North Africa remain at the bottom of the table.

Portugal is ranked thirty-second in the table with an indicator of 76.6%, practically the same as in 2022, which means that the country has dropped three places in the global ranking. Portugal's position drops to thirty-fourth when considering the Participation and Economic Opportunities dimension, with a result of 74.5%. Portugal follows the global trend of this being the second lowest scoring dimension - with the lowest being Political Empowerment - and it is evident that the participation and situation of women in the labour market are fundamental issues for achieving gender parity in society as a whole.

2. Background in Corticeira Amorim

Gender equality in companies is paramount for constructing of fair and inclusive working environments. Gender equality is not just an ethical principle; it has also been proven to bring significant benefits to organisations, including improved financial performance and increased satisfaction and retention of male and female employees.

The promotion of gender equality is formalised and disseminated through a set of Amorim Group policies and practices, ranging from transparent and unbiased recruitment and selection, through equal opportunities in access to training and professional development. It also encompasses the monitoring of data and statistics related to the area and intentional and conscious action to improve gender indicators, such as those related to pay equality, leadership, combating harassment and, ultimately, the creation of a diverse and inclusive culture in the workplace.

Corticeira Amorim's alignment with these goals has, over the last few years, led to a commitment to two essential and fundamental targets:

- Increase the number of women in leadership positions;
- Increase the number of women in the company's total workforce.

Numerical targets were set for these two objectives in 2019 which were, at the time, expected to be achieved by 2024: 25% of women in leadership positions and an equal percentage of female representation in the total workforce. The truth is that this goal was already surpassed in 2023, with a growth rate of 1% per year in the indicator of female gender representation. Although with a slower growth rate, the number of women in leadership positions is close to the established target.

The pace of progress has been positive and is essentially attributed to the implemented measures, notable the annual achievement of the Equality Plans.

The Equality Plans form part of the company's overall Equality, Diversity and Inclusion strategy, which is based on six fundamental points:

- The company's explicit and express commitment, both internally and externally, to the topics of Equality, Diversity and Inclusion;
- Raising awareness and providing training to the labour force regarding the topic;

- Increased representation of men and women in professions where one gender is under-represented;
- Promoting the inclusion of people with disabilities;
- Creating more equitable and inclusive working environments from the point of view of physical infrastructures, but also social and psychological;
- Promoting cascading and extensive discussions on these matters throughout the Organisation.

Initiatives regarding gender parity within the global Environment, Social & Governance (ESG) strategy of Corticeira Amorim have been focused on recruitment, internal communication campaigns (International Women's Day, DEI week, Well-Being week), and the analysis of statistics alongside action plans linked to wage equity. Corticeira Amorim's Vision statement was revised in 2023 to explicitly mention social equality and diversity.

The code of business ethics and professional conduct and the human resources and human rights policies continue to be fundamental elements that govern the company's actions in this area.

Gender Indicators

Diversity in the Governing Bodies

	Reference	2023	2022	2021
Women in the Board of Directors of Corticeira Amorim, S.G.P.S., S.A. (%)	GRI 405-1	40.0%	40.0%	40.0%

As regards its governing bodies, Corticeira Amorim S.G.P.S., S.A. advocates a diversity policy in the composition of its governing bodies, in particular the Board of Directors and the Audit Committee, as a means to:

- Promote diversity in the composition of the respective body;
- Enhance the performance of each member and, as a whole, of each body;
- Stimulate comprehensive, balanced and innovative analysis and, consequently, allow informed and agile decision-making and control processes;
- Contribute to the increase of innovation and self-renewal of the Company, for its sustainable development and a creation of value for the shareholders and other stakeholders, in the long term.

40% of the Board of Directors is currently composed of women and the Audit Committee is currently at parity (50% women, 50% men).

Workforce by Gender				
	Reference	2023	2022	2021
Diversity				
Female employees (%)	GRI 2-7	27%	26%	25%
Women in management positions (%)	GRI 405-1	23%	26%	25%

Corticeira Amorim has made significant progress in improving indicators related to the representation of women among both male and female employees, as well as in management positions. The rate of progress has been around 1% per year. The commitment to diverse and inclusive recruitment has been focused on industrial and commercial professions as well as STEM (Science, Technology, Engineering & Mathematics) roles. In 2023, due to the restructuring of functional areas, the indicator for women in leadership positions decreased. However, the company remains committed to its established goal and believes it will be achieved by 2024. Progress is a journey in all indicators, with room for further evolution.

Salary Gap				
	Reference	2023	2022	2021
Salary ratio between women and men	GRI 405-2	0.99	0.98	0.96
Salary ratio between women and men	GRI 405-2	0.89	0.87	0.88

Corticeira Amorim believes that the principle of equal treatment and opportunities should be applied, among other things, to career opportunities and salary levels. The fixed salary gap between male and female employees has generally improved over the last three years. The salary gap is one of the areas where efforts will be stepped up in 2024. Despite the positive evolution, there is still room for improvement in some professional categories where differences persist.

A) Diagnosis and priority intervention areas

- Dimension: Strategy, Mission and Values

Corticeira Amorim, implementing one of the activities set out in the 2023 Equality Plan, has enhanced the visibility of its commitment to gender parity by including it in the company's Vision. In 2023, Corticeira Amorim's Vision statement changed to:

Be a sustainable company, providing suitable value for the capital invested while promoting *social equity*, *diversity integration* and environmental safeguards, with differentiation factors at product and service level.

The company is specifically committed to fairness and diversity. Thus, in addition to what was already formalised in the Human Rights and Human Resources policies, the Code of Business Ethics and Professional Conduct clearly states the company's permanent, long and medium-term objective.

The commitment to social equality was further extended in 2023, moving from an Equality Plan to an Equality, Diversity and Professional Conduct Programme, transferring the commitments and actions to cover a wider area, gaining strength and visibility within the company. The Executive Group for Equality, Diversity and Inclusion brings together the Human

Resources Departments of the different Business Units, the Corporate Human Resources Department, Corporate Governance, Legal, Corporate Communication and Sustainability of Corticeira Amorim. This Group is responsible for providing advice to the Board of Directors and proposing objectives and activities to this governing body. The priority areas of intervention include recruitment objectives - each of Corticeira Amorim's Business Units has defined and established recruitment and career development objectives with a view to achieving parity in terms of gender representation.

- Dimension: Equal access to employment

In addition to the information expressly included in the recruitment announcements (internal mobility, official website, LinkedIn and other employment platforms) that encourage the participation of under-represented genders, Corticeira Amorim, both in the recruitment processes it conducts independently and in those it conducts with partners, requests the presence of at least one person of the under-represented gender on the shortlist of candidates, without prejudice to fulfilment of the requirements of the competency profiles.

These principles and rules will be maintained in 2024, and a new training course on bias in recruitment for recruitment officers has already been scheduled.

- Dimension: Initial and ongoing training

The Code of Business Conduct and Professional Ethics is an appendix to all employment contracts at Corticeira Amorim. It contains all the company's principles, duties and rules of conduct towards its employees and their behaviour towards the company. Gender equality, non-discrimination and the prohibition of harassment are some of the topics covered. Also, when they join the company, all male and female employees will have to undergo specific training on this Code, and will also be invited to take part in free online training on equality and diversity.

Awareness-raising and information campaigns were carried out throughout 2023 in the companies using posters and e-mails concerning the theme of Gender Equality (DEI week). On 8 March (International Women's Day), the #vamosabraçaraequidade (let's embrace equity) campaign was implemented, starring different male and female employees of the company, and eight cards were distributed with facts about gender (dis)equality. On 13 November, a campaign (posters and e-mail) was implemented on the Day against Gender Violence.

One of Corticeira Amorim's objectives is to provide ongoing training to all its male and female employees, both to ensure adequate and useful training for the performance of their duties and to promote their personal and professional growth, regardless of their gender.

- Dimension: Equal working conditions

It is essential to foster a set of conditions that favour equality and equal opportunities. Monitoring of the "Women in leadership positions" indicator is a way to ensure that progress is being made, within the framework of professional development.

In 2024, we will continue to promote the monitoring and professional career development of women identified as successors to key roles within the organisation with specific Development Plans. Salary issues will also be monitored, and specific plans have been drawn up for some professionals. The aim is, without prejudice to a policy of meritocracy, to identify any gaps and correct them. A project on gender indicators was launched in 2023, which will be accessible to all team leaders for the purposes of comparison of indicators and monitoring any deviations.

- **Dimension: Parental leave protection**

The compliance with all legal and regulatory obligations in the area of Parental Protection is a fundamental condition. In 2024, the company will persist in its plan to monitor the return to working life after extended parental leave, particularly with regard to access to professional training.

- **Dimension: Conciliation of professional, family and personal life**

Corticeira Amorim has been offering a range of service and product agreements since 2022 to support the working population in certain areas, in order to achieve a better balance between their professional, personal and family lives. The use of these advantages will be monitored during 2024, as well as the perception of their value (through satisfaction questionnaires) in order to gauge their interest.

- **Dimension: Prevention of workplace harassment**

As part of the training related to the Code of Business Ethics and Professional Conduct, different types of harassment, forms and reporting procedures were addressed. In 2023, as a result of legislative and regulatory changes regarding reporting channels, reinforced procedures were established concerning this matter. These procedures will be further expanded in 2024 through the digital platform for lodging complaints. Training is being organised on the subject and a general dissemination campaign on the prevention of different types of harassment in the workplace is to be carried out, mainly in 2024.

B) Means and Resources

The company relies on the Executive Group for Equality, Diversity and Inclusion to conduct the Equality Plan and activities related to this framework of action. This Group validates proposals before the company's Board of Directors and before the E.S.G. Committee, and presents results of the established plans. This ten-member Group, as already mentioned, has gender parity, includes representatives from the Corporate Human Resources Departments and the Business Units, from the Sustainability, Corporate Governance, Legal and Communication areas. It meets at least four times a year and is responsible for the joint implementation of agreed initiatives. The Human Resources personnel in this group are responsible for disseminating this Plan in their Business Units and for effective accountability of the different stakeholders within the respective teams.



3. Equality Plan

(Submitted to CITE)

MEDIDAS

DIMENSÃO: Estratégia, missão e valores da empresa

OBJETIVO	MEDIDA	DEPARTAMENTOS/ UNIDADES RESPONSÁVEIS/ PONTO FOCAL	DEPARTAMENTOS/ UNIDADES ENVOLVIDAS/ PONTO FOCAL	ORÇAMENTO	INDICADOR	META	OBSERVAÇÕES
Incentivar a participação dos trabalhadores e das trabalhadoras no domínio da promoção da igualdade entre mulheres e homens	Realização de reuniões com os trabalhadores e as trabalhadoras ou suas estruturas representativas para abordar questões relativas à igualdade entre mulheres e homens, à conciliação entre a vida profissional, familiar e pessoal, e à proteção na parentalidade	Direções de RH das Unidades de Negócio	Administrações das empresas	Não aplicável	Incluir na agenda das reuniões e debater tema pelo menos uma vez ano	Incluir o tema do Plano da Igualdade de Género nas reuniões com as estruturas representativas dos Colaboradores	

DIMENSÃO: Igualdade no acesso ao emprego

SUBDIMENSÃO: Anúncios, seleção e recrutamento

OBJETIVO	MEDIDA	DEPARTAMENTOS/ UNIDADES RESPONSÁVEIS/ PONTO FOCAL	DEPARTAMENTOS/ UNIDADES ENVOLVIDAS/ PONTO FOCAL	ORÇAMENTO	INDICADOR	META	OBSERVAÇÕES
Promover a dessegregação sexual interna e um maior equilíbrio entre mulheres e homens na empresa	Lançamento de uma campanha de incentivo ao recrutamento de mulheres e homens para profissões/funções onde estejam sub-representadas/os, a ser apresentada no sítio eletrónico da empresa, na intranet (se existente) e por correio eletrónico, durante o período em que decorre o	DRH Corporativa	DRhs dos Negócios	Não aplicável	Porcentagem de mulheres no Universos de Colaboradores	Aumentar o número de mulheres no Universo de Colaboradores	

DIMENSÃO: Formação inicial e contínua

OBJETIVO	MEDIDA	DEPARTAMENTOS/ UNIDADES RESPONSÁVEIS/ PONTO FOCAL	DEPARTAMENTOS/ UNIDADES ENVOLVIDAS/ PONTO FOCAL	ORÇAMENTO	INDICADOR	META	OBSERVAÇÕES
Promover uma cultura de igualdade entre mulheres e homens no local de trabalho, favorecendo práticas de gestão e de trabalho consonantes com a mesma	Integração de um módulo de formação sobre igualdade entre mulheres e homens no plano de formação anual, nomeadamente sobre: estereótipos de género; linguagem inclusiva; proteção na parentalidade; conciliação da vida profissional, familiar e pessoal; Assédio moral e sexual no trabalho	DRH Corporativa	Jurídico e DRH	a determinar	realização de ação	Realizar uma ação de formação sobre canal de denúncias	

DIMENSÃO: Igualdade nas condições de trabalho

SUBDIMENSÃO: Promoção / Progressão da carreira profissional

OBJETIVO	MEDIDA	DEPARTAMENTOS/ UNIDADES RESPONSÁVEIS/ PONTO FOCAL	DEPARTAMENTOS/ UNIDADES ENVOLVIDAS/ PONTO FOCAL	ORÇAMENTO	INDICADOR	META	OBSERVAÇÕES
Promover a igualdade entre mulheres no homens no domínio da progressão e desenvolvimento profissional	Definição e implementação de procedimento que permita alcançar uma participação equilibrada de mulheres e homens nos lugares de direção de primeira linha (ex.: Direções)	DRH Corporativa	DRH das Unidades de negócio	Não aplicável	Nº de mulheres em cargos de chefia (direção)	Aumentar o número de mulheres em cargos de chefia (direção) -sem prejuízo do mérito	
Promover a igualdade entre mulheres no homens no domínio da progressão e desenvolvimento profissional	Definição e implementação de procedimento que permita alcançar uma participação equilibrada de mulheres e homens em lugares de chefia de nível intermédio	DRH das Unidades de negócio	Todos os Departamentos das empresas	Não aplicável	número de mulheres em cargos de chefia (chefias intermédias)	Aumentar o número de mulheres em cargos de Chefia (chefias intermédias)	
Promover a igualdade entre mulheres e homens no desenvolvimento de carreiras - Promover a dessegregação sexual das profissões	Estabelecimento de parcerias e protocolos com associações de networking e entidades que apoiem a carreira profissional de pessoas do sexo sub-representado em lugares de topo, direção e chefia	DRH Corporativa	DRHs dos Negócios	a determinar	Estabelecimento de protocolo e realização de uma ação conjunta com entidade	Estabelecer pelo menos uma parceria	
Promover a igualdade entre mulheres e homens no desenvolvimento de carreiras - Promover a dessegregação sexual das profissões	Estabelecimento de parcerias e protocolos com universidades e instituições similares de modo a facilitar a formação de pessoas do sexo sub-representado em áreas de gestão / liderança / tecnológicas (ou outras) que possam ser determinantes para a progressão profissional	DRH Corporativa	Departamentos Empresas	Não aplicável	participação em evento(s) /ação (mentoria) com estudantes, promovendo a igualdade de género nas profissões onde exista desequilíbrio (ex. áreas digitais e/ou tecnológicas)	Assegurar protocolo7colab oração com instituição para promover o acesso de mulheres a profissões onde o género está subrepresentado	
Garantir o princípio da igualdade entre mulheres e homens e não discriminação no acesso a emprego	Criação e implementação de procedimento no sentido de identificar pessoas do sexo sub-representado em lugares de topo, direção e chefia para que possam, futuramente, ter oportunidade de serem promovidas ou recrutadas para esses lugares	DRH Corporativa	DRHs e Direções Gerais	Não aplicável	Nº de sucessores identificados que pertencem ao género subrepresentado	Assinalar nos Planos de Sucessão, os sucessores que pertencem ao género subrepresentado	

DIMENSÃO: Conciliação da vida profissional com a vida familiar e pessoal

OBJETIVO	MEDIDA	DEPARTAMENTOS/ UNIDADES RESPONSÁVEIS/ PONTO FOCAL	DEPARTAMENTOS/ UNIDADES ENVOLVIDAS/ PONTO FOCAL	ORÇAMENTO	INDICADOR	META	OBSERVAÇÕES
Promover a conciliação da vida profissional com a vida familiar e pessoal dos trabalhadores e das trabalhadoras	Divulgação dos recursos existentes na área geográfica da empresa e/ou da residência dos trabalhadores e das trabalhadoras que facilitem a conciliação da vida profissional, familiar e pessoal (ex.: creches/serviço de amas, instituições para pessoas idosas)	DRH Corporativa	DRH das Unidades de Negócio	Não aplicável	Nº de protocolos e respetiva divulgação	Divulgar e estabelecer protocolos com entidades ligadas à educação (atl, cheches, infantários), saúde e serviço social (apoio a idosos)	

DIMENSÃO: Prevenção da prática de assédio no trabalho

OBJETIVO	MEDIDA	DEPARTAMENTOS/ UNIDADES RESPONSÁVEIS/ PONTO FOCAL	DEPARTAMENTOS/ UNIDADES ENVOLVIDAS/ PONTO FOCAL	ORÇAMENTO	INDICADOR	META	OBSERVAÇÕES
Prevenir e combater o assédio no trabalho - Prevenir e combater a prática de outras ofensas à integridade física ou moral, liberdade, honra ou dignidade do trabalhador ou da trabalhadora	Conceção e lançamento de campanha de informação a todos/as os/as trabalhadores/as sobre os procedimentos a tomar para a comunicação de atos de ofensa à integridade física ou moral, liberdade, honra ou dignidade e de assédio moral e/ou sexual no trabalho, a ser apresentada no sítio eletrónico da empresa [especificar endereço do sítio], na intranet, por correio eletrónico, e com afixação em locais internos de reconhecida visibilidade	DRH Corporativa	Direção Jurídica	a determinar	Realização de uma campanha	Realizar uma campanha de comunicação sobre o assédio e respetivos procedimentos a adotar par a sua denuncia	

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