

EQUALITY POLICY



TSK, within its Corporate Strategy, declares its commitment to the establishment and development of policies that integrate equal treatment and opportunities between men and women, without directly or indirectly discriminating on the basis of sex, as well as to the advancement and promotion of measures to achieve real equality within our organization, while establishing this as a strategic principle of our Corporate Policy and Human Resources, in accordance with the definition of said principle established by Organic Law 3/2007, of March 22, for the effective equality between women and men.

In each and every one of the areas in which the activity of this company is carried out, from recruitment to promotion, through salary policy, training, working and employment conditions, occupational health, organization of working time and conciliation, we accept the principle of equal opportunities between women and men and pay special attention to indirect discrimination, understanding by this “the situation in which an apparently neutral provision, criterion or practice places a person of one sex at a particular disadvantage with respect to persons of the other sex.”

Regarding communication, both internal and external, all decisions taken in this regard will be reported and an image of the company will be projected in accordance with this principle of equality.

The principles set forth will be put into practice through the promotion of specific measures or through the implementation of an Equality Plan entailing improvements with respect to the present situation. The corresponding monitoring systems will be agreed on in order to move forward in the achievement of real equality between women and men in the company and, by extension, in society as a whole.

To carry out this purpose, there will be legal representation of workers, not only in the collective bargaining process, as established by Organic Law 3/2007 for equality between women and men, but in the entire process of development and evaluation of the aforementioned equality measures or equality plan.

To comply with these objectives, TSK draws up and annually reviews a program of measures that seek to ensure compliance with equal opportunities in the organization and promote these behaviors among its staff.



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