

# OpenSistemas Equality Plan 2020-2025



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# 1.- Introduction

The aim of this Equality Plan is to develop and implement measures that reflect the commitment of OpenSistemas with the principle of equality and non-discrimination on grounds of sex in compliance with the Organic Law 3/2007, of 22 March, for the effective equality of women and men.

It is intended to implement new actions that reflect a human resources policy committed to its employees through the implementation of actions established in the Royal Decree-Law 6/2019, of 1 March, on urgent measures to ensure equal treatment and opportunities between women and men in employment and occupation. Developing measures aimed at avoiding any type of discrimination between men and women in the workplace.

A Code of Conduct will be established that integrates the company's values and is in line with equality in different areas. A code will also be drawn up that includes protocols for action in situations of sexual or gender-based harassment.

This document will develop specific equality objectives and the strategies to achieve them, as well as measures to monitor and evaluate them. It will present measures aimed at eliminating those impediments that hinder the effective equality of men and women in the workplace.

Measures will be implemented in terms of access to employment, professional promotion, remuneration, prevention of sexual and gender-based harassment, training and communication. Actions will be developed to achieve the proposed objectives. As well as the monitoring by the equality committee, through annual meetings, of the achievement of the objectives proposed in the Equality Plan.

## 2.- Equality Plan Commission

For the implementation of the Equality Plan in OpenSistemas, an Equality Committee has been set up, represented by employees of the company. This committee was appointed on 4 March 2020.

The functions of the Equality Committee are:

- Evaluation and control of quantitative and qualitative indicators through which this Equality Plan has been developed.

- Proposal of new measures to promote the introduction of good practices in relation to equality in the workplace.
- Monitoring of compliance with the measures that have been carried out and evaluation of the achievement of the objectives established in this document.
- Approval and development of the Equality Plan.

To date, there are no employee representatives or trade unions at OpenSistemas.

## **2.-Scope of application**

The 2020-2025 Equality Plan will apply to the work centres in Madrid, Seville and Dublin, covering the entire OpenSistemas workforce.

# **2.- Diagnostic**

## **2.1.- SELECTION PROCESSES IN OPENSISTEMAS**

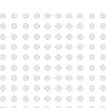
Our recruitment system and model in its initial search phase is a compendium of a direct search process, reference groups, internal promotion and publication of offers.

The Acquisition area is made up of a team of technicians coordinated by an Acquisition Manager. Since 2020, these people have received training on the current regulations on equal opportunities in the company.

The selection criteria are based on two objectives: the first is to have the technical qualities or skills necessary to perform the functions required for the position. And secondly, to have the generic competencies of the company: passion for open source software, team spirit, work capacity and commitment to the company's values.

The selection processes at OpenSistemas are divided into two areas: technical personnel and personnel for transversal positions.

In technical profiles, it should be noted that today it is considered a very male-dominated sector, which makes it really difficult to find the same number of women and men trying to apply for an IT position.



For the direct search and job offers, we work through employment platforms, mainly LinkedIn. They try to generate debate, upload content of interest, or promote events. All with the aim of engaging potential candidates, technology communities and interest groups.

## 2.1.- PROFESSIONAL CLASSIFICATION OF STAFF

Distribution of staff by department					
Name of the categories	Women	%	Men	%	Total
1.POSTGRADUATE	9	33,33	18	66,67	27
2.HIGHER QUALIFICATION	13	17,57	61	82,43	74
3.MEDIUM QUALIFICATION	7	29,17	17	70,83	24
4.VOCATIONAL TRAINING	3	33,33	6	66,67	9
5.BACCALAUREATE	3	75,00	1	25,00	4
TOTAL	35	25,36	103	74,64	138

Source: Table closed September 2020 with 138 workers

## 3.- TRAINING PROVIDED TO WORKERS.

OpenSistemas has a Global Training Plan defined in conjunction with the training needs set by the CTO, which responds to the offer and technical strategy of the company.

In addition, due to the type of company, a training plan is developed under an on-demand format through an area called "OpenSistemas training showcase".

Career plans are established on an individual basis, with no gender differences, in the evaluation of the performance of each employee based on their profile and training needs.

Training last 2020					
Course name	Women	%	Men	%	Total
Telling stories with data	1	100,00	0	0,00	1
Marketing Analytics: Become a Data-Driven Marketing Expert	2	100,00	0	0,00	2
Scrum: a framework for agile project development	1	50,00	2	100,00	2
Project Management: Project Management	0	0,00	2	100,00	2
Digital marketing for the internalisation of the company	1	100,00	0	0,00	1
The ultimate guide to mastering Mautic	3	100,00	0	0,00	3
SEO for wordpress: from zero to ninja	1	100,00	0	0,00	1
Getting to know dual vocational training from the inside	1	100,00	0	0,00	1
Programming and recruitment of technical profiles	2	100,00	0	0,00	2
Copywriting for recruiters	1	100,00	0	0,00	1
Combinatorial Problems and Ant Colony Optimization Algorithm	0	0,00	1	100,00	1
Optimization problems and algorithms	0	0,00	1	100,00	1
Introduction to Genetic Algorithms: Theory and Applications	0	0,00	1	100,00	1
Artificial Intelligence 2018: Build the Most Powerful AI	0	0,00	1	100,00	1
Multi - objective Optimization Problems and Algorithms	0	0,00	1	100,00	1
Docker Mastery: The Complete Toolset From a Docker Captain	0	0,00	2	100,00	2
Docker and Kubernetes: The Complete Guide	0	0,00	4	100,00	4

Maestro de Python 3: Aprende desde Cero	0	0,00	1	100,0 0	1
Erlang Programming for Beginners	0	0,00	1	100,0 0	1
MongoDB - Aprende bases de datos NoSQL+API NodeJS.	0	0,00	1	100,0 0	1
Node.js in 7 Days	0	0,00	1	100,0 0	1
Apache Kafka Series - Learn Apache Kafka for Beginners v2	0	0,00	1	100,0 0	1
Apache Kafka Series - Kafka Streams for Data Processing	0	0,00	1	100,0 0	1
Certified Information Systems Security Officer (CISSO)	0	0,00	1	100,0 0	1
Linux Academy Red Hat Certified Systems Administrator (Prep)	0	0,00	1	100,0 0	1
Análisis y Visualización de Datos con Power BI	0	0,00	2	100,0 0	2
Architecting on AWS	0	0,00	1	100,0 0	1
Finance for Non-Finance Professionals	0	0,00	1	100,0 0	1
Quantum Machine Learning	0	0,00	1	100,0 0	1
Advanced AI: Deep Reinforcement Learning in Python	0	0,00	1	100,0 0	1
Artificial Intelligence Reinforcement Learning in Python	0	0,00	1	100,0 0	1
Python for finance: Investment fundamentals & Data Analytics	0	0,00	1	100,0 0	1
Python for Financial Analysis and Algorithmic Trading	0	0,00	1	100,0 0	1
Angular 8 (formerly Angular 2) - The Complete Guide	1	25,00	3	75,00	4
Angular & NodeJS - The MEAN Stack Guide	0	0,00	1	100,0 0	1
Apache Spark 2 with Scala - Hands On with Big Data!	0	0,00	1	100,0 0	1

Deep Learning with TensorFlow 2.0	0	0,00	2	100,0 0	2
Scala and Spark for Big Data and Machine Learning	0	0,00	1	100,0 0	1
Angular Testing Masterclass	0	0,00	1	100,0 0	1
Azure Data Camp	0	0,00	2	100,0 0	2
Ansible: Automatización de principiante a experto	0	0,00	3	100,0 0	3
Advanced Algorithmics and Graph Theory with Python	0	0,00	1	100,0 0	1
GIT + GitHub: Todo un sistema de control de versiones de cero	0	0,00	2	100,0 0	2
Frameworks JavaScript: Aprende Angular, React, Vue	0	0,00	1	100,0 0	1
Programa especializado TensorFlow in Practice	0	0,00	1	100,0 0	1
Conda Essentials	0	0,00	1	100,0 0	1
Introduction to Gitfor Data Science	0	0,00	1	100,0 0	1
Azure Fundamentals	2	50,00	2	50,00	4
Tensorflow 2.0: Guía completa para el Nuevo Tensorflow	0	0,00	1	100,0 0	1
Modern Deep Learning in Python	0	0,00	1	100,0 0	1
Aprende SQL Desde 0 Hasta Avanzado	0	0,00	1	100,0 0	1
Fundamentos del lenguaje SQL	0	0,00	1	100,0 0	1
JavaScript: El mejor curso sobre JavaScript!	0	0,00	1	100,0 0	1
Spark and Python for Big Data with PySpark	0	0,00	1	100,0 0	1
Interactive Data Visualization with Bokeh	0	0,00	1	100,0 0	1



Introduction to Network Analysis in Python	0	0,00	1	100,0 0	1
Introduction to Portfolio Analysis in R	0	0,00	1	100,0 0	1
Beginning Scala Programming	0	0,00	1	100,0 0	1
Microsoft Power BI	0	0,00	1	100,0 0	1
Time Series Analysis in Python	0	0,00	1	100,0 0	1
Visualizing Time Series Data in Python	0	0,00	1	100,0 0	1
Financial Forecasting in Python	0	0,00	1	100,0 0	1
Discrete optimisation	0	0,00	1	100,0 0	1
Web design from zero to advanced	0	0,00	3	100,0 0	3
Creating Wordpress Plugins from zero to advanced	0	0,00	1	100,0 0	1
Testing Angular 4 (previously Angular 2) Apps with Jasmine	0	0,00	2	100,0 0	2
Gutenberg Block Development for Wordpress	0	0,00	1	100,0 0	1
Desarrollo Páginas Web con HTML y CSS - Aprende a crear webs	0	0,00	1	100,0 0	1
Learn JQuery to deploy your web applications	0	0,00	1	100,0 0	1
Ajax en Wordpress para desarrolladores web [Avanzado]	0	0,00	1	100,0 0	1
jQuery y AJAX Desde Cero - La Guía Definitiva	0	0,00	1	100,0 0	1
Actualización PHP 7	0	0,00	1	100,0 0	1
WordPress Introducción Practica a Gutenberg el Nuevo Editor	0	0,00	1	100,0 0	1
WordPress desde cero (nivel avanzado)	0	0,00	1	100,0 0	1

Elasticsearch 7 and the Elastic Stack - In Depth & Hands On!	1	100,0 0	0	0,00	1
Angular 8 - Desde básico hasta nivel profesional	0	0,00	1	100,0 0	1
Java: De Cero a Master + 77 hrs ( Java 12 update)!	0	0,00	1	100,0 0	1
Jenkins, De Cero A Experto: Conviértete En Un Jenkins Master	0	0,00	1	100,0 0	1
Desarrollo Web con Vue js 2, PHP 7 y MariaDB	1	100,0 0	0	0,00	1
React JS + Redux + ES6. Completo ¡De 0 a experto! (español)	2	100,0 0	0	0,00	2
Vue JS 2 en Español	1	100,0 0	0	0,00	1
Vuejs 2 y Vuex desde 0 con las mejores prácticas	1	100,0 0	0	0,00	1
Master en JavaScript: Aprender JS, jQuery, Angular 8, NodeJS	1	100,0 0	0	0,00	1
Angular 8 - Desde cero hasta profesional	1	100,0 0	0	0,00	1
Ruby on Rails 4	0	0,00	1	100,0 0	1
React - The Complete Guide (incl Hooks, React Router, Redux) -	0	0,00	2	100,0 0	2
React Native Expo: Creando un TripAdvisor de Restaurantes	0	0,00	1	100,0 0	1
React JS + Redux + ES6. Completo ¡De 0 a experto! (español)	0	0,00	1	100,0 0	1
The Complete Node.js	0	0,00	1	100,0 0	1
The Ultimate React Native Series: Part 1	0	0,00	1	100,0 0	1
Angular 9 - Desde cero hasta profesional	1	100,0 0	0	0,00	1
Introduction to Corporate Information Security	1	16,67	5	83,33	6
ISO/IEC 2700. Information Security Management Systema	1	14,29	6	85,71	7
<b>TOTAL</b>	<b>27</b>	<b>20,45</b>	<b>105</b>	<b>79,55</b>	<b>132</b>

Source: Table closed September 2020 with 138 workers

## 4.- PROMOTION OF STAFF WITHIN THE COMPANY.

OpenSistemas has an internal promotion plan in which the employee's career plan, professional category and seniority interact.

The dynamics of growth and the acquisition of skills and technical experience mean that employees can evolve and have growth plans.

In internal promotion processes, the heads of each area participate. In the most recent promotions, changes of Senior Consultants to Project Manager positions, the decision is taken by their most direct manager, the Director of Solutions and the Director of Operations. In the case of changes in category and functions, the decision is made by Talent together with the CEO of the company.

This year, marked by the COVID situation, there have hardly been any promotions.

## 5.-WORKING CONDITIONS, GENDER PAY AUDIT.

Distribution of salaries by post		
POSITION	MEN	WOMEN
Directors	67500	42000
Project Manager	42000	45000
Senior Consultants	43000	42300
Consultants	26600	27000
Junior Consultants	20000	18000

Source: Table closed September 2020 with 138 workers by job positions.

\*Managers: There is no gender pay gap, there are areas of management that have pay differences marked by the labour market itself.

Distribution of staff by department					
Name of the categories	Women	%	Men	%	Total
1.POSTGRADUATE	9	33,33	18	66,67	27
2.HIGHER QUALIFICATION	13	17,57	61	82,43	74
3.MEDIUM QUALIFICATION	7	29,17	17	70,83	24
4.VOCATIONAL TRAINING	3	33,33	6	66,67	9
5.BACCALAUREATE	3	75,00	1	25,00	4
<b>TOTAL</b>	<b>35</b>	<b>25,36</b>	<b>103</b>	<b>74,64</b>	<b>138</b>

Source: Table closed September 2020 with 138 workers by jobs.

Distribution of staff by salary bands					
Name of the categories	Women	%	Men	%	Total
Less than €7,200	0	0,00	0	0,00	0
Between 7.201 € and 12.000 €.	4	100,00	0	0,00	4
Between 12.001 € and 14.000 €.	0	0,00	1	100,00	1
Between 14.001 € and 18.000 €.	2	100,00	0	0,00	2
Between 18.001 € and 24.000 €.	3	30,00	7	70,00	10
Between 24.001 € and 30.000 €.	4	21,05	15	78,95	19
Between 30.001 € and 36.000 €.	11	44,00	14	56,00	25
Between 36.001 € and 44.000 €.	7	15,56	38	84,44	45
Between 44.001 € and 50.000 €.	3	25,00	9	75,00	12
More than €50,000	1	5,00	19	95,00	20
<b>TOTAL</b>					<b>0</b>

Source: Table closed September 2020 with 138 workers by jobs.

## 6.-CO-RESPONSIBLE EXERCISE OF WORK AND FAMILY LIFE RIGHTS.

At OpenSistemas, since 2017 we have implemented different initiatives to reconcile work and personal life, including:

Open Flexible Time. With this plan, we give each employee the possibility of creating their own working day so that, while respecting the 40-hour week, they are allowed to enjoy three afternoons off per week throughout the year.

- Friday from 08:00 to 15:00 (total 7 hours).
- Two days a week (e.g. Monday and Wednesday) from 08:00 to 15:30 (total 7.5 hours) in a continuous day without lunch.
- Two days a week (e.g. Tuesday and Thursday) from 09:00 to 18:30 (total 9 hours) with 30' lunch.

Open Flexible Space. In response to the diversity of geographical areas, since 2018, any employee who requests and under the supervision of their manager and the project they are working on, can partially telework two days a week or the entire working day.

For this purpose, we have a Framework Agreement established in terms of ORP according to the European agreement on TT AMET between the company and the employee, which guarantees compliance with all the mechanisms necessary for the proper development of the activity.

During 2020 and due to COVID's exceptional situation, the entire workforce is on TT.

## 7.-PREVENTION OF SEXUAL AND GENDER-BASED HARASSMENT.

OpenSistemas does not currently have a plan in place to deal with possible harassment.

The compliance plan, due to be completed in 2021, will include all mandatory regulations that directly affect the company. In this compilation of regulations and compliance, the harassment plan has yet to be presented.

To date, there have been no cases of harassment at OpenSistemas.

## RESULT OF THE REMUNERATION AUDIT

Presented in the diagnosis based on an evaluation by job position, it can be seen that there is no salary gap in OpenSistemas.

It should be noted that, in management positions, what does exist is a difference determined by the difference in remuneration in some areas compared to others. The law of supply and demand means that a management position in the Operations area in an IT company such as OpenSistemas is remunerated much higher than that of a Financial Director.

## OBJECTIVES OF THE PLAN

The measures developed in the Equality Plan are aimed at achieving the following objectives:

- **To guarantee equity in access to employment.**

To develop measures in the selection of personnel that promote equality, development and promotion to positions of greater responsibility.

- To promote the reconciliation of family, personal and working life.

Adopt measures to facilitate professional promotion.

- **Implement measures to eliminate pay inequality between men and women.**

Establish a wage register that eliminates any direct and indirect discrimination based on sex in the provision of work of equal value.

- **Establish communication channels and protocols on harassment.**

Prevention and control of sexual and gender-based harassment.

## MEASURES AND DEADLINES

### 1.- ACCESS TO EMPLOYMENT.

- Continue to use language free of gender bias in job offers and job descriptions, employees in the area of personnel selection.
- Continue with initiatives such as the one we have been working on since 2017 with the Led&Inspire: Women in Technology plan, giving visibility to women with relevant positions in large companies and who are leading revolutionary changes in their organisations thanks to data technology.

At OpenSistemas we believe that the visibility of female technical talent is necessary to encourage women to choose STEM careers.

#### **ACTIONS:**

Verify annually that the company's job offers use neutral language, complying with the non-existence of language that results in discrimination based on sex and that promotes equal access to employment for OpenSistemas candidates. Establish selection procedures that assess the suitability and competence of candidates.

#### **FOLLOW-UP:**

The equality committee shall ensure compliance with these actions at each annual meeting, carrying out an assessment of internal and external vacancies published on the website or on job portals, as well as the procedures and tools used in the selection processes.

### 2.-PLAN TO PREVENT HARASSMENT SITUATIONS

Define the Action Protocol Plan to prevent, detect and punish situations of conduct involving sexual harassment or harassment based on sex and which violate the dignity of the individual by creating intimidating, degrading or offensive situations. Establishing the procedure and the communication channel, which is still pending at OpenSistemas.

**ACTIONS:**

Create an internal protocol for action and a code of conduct for situations affecting human dignity by 2021.

**FOLLOW-UP:**

Once finalised, it will be submitted to the company's management and subsequently to the Equality Committee, which in turn will be responsible for validating it and ensuring its compliance.

- Preventing, detecting and sanctioning conduct involving sexual harassment or harassment on grounds of sex and which violate the dignity of the individual by creating intimidating, degrading or offensive situations.

## MONITORING SYSTEM.

The validity of the Equality Plan will be subject to the application and achievement of the established objectives. It is foreseen that this document will remain in force until 31 December 2025.

The meetings for evaluation, monitoring and control of the Equality Plan will be held annually at the company's head office in Madrid.

The content of the meetings will be recorded in minutes that will contain the agreements and commitments that have been reached during the meeting.

## Annex

ANNEX 1: LETTER OF COMMITMENT FROM SENIOR MANAGEMENT

ANNEX 2: PLAN MINUTES

ANNEX 3: SIGNATORY MINUTES

ANNEX 3: DIAGNOSTIC REPORT