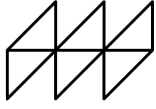


PLANNED MEASURES FOR EQUALITY AND NON-DISCRIMINATION OF LGTBI PEOPLE

Bellaterra, December 12, 2024



1. Purpose

The implementation of the Plan of Measures and Resources for LGTBI equality by the CED aims, in addition to the fulfillment of the current legislation on LGTBI equality and non-discrimination, established as of its entry into force in 2023, to emphasize the organization's interest in articulating actions to guarantee the real and effective equality of LGTBI people and, above all, the integration of equality and diversity in the management system of the company itself.

2. Objectives

Through the implementation of the Plan of Measures and Resources, the CED intends to investigate in depth what is the real internal situation in terms of LGTBI equality and diversity and to devote efforts to define, structure and implement actions in this direction.

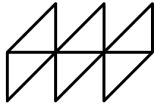
The main objective that CED hopes to achieve with the implementation of the plan is to promote a corporate culture based on equal treatment of LGTBI people, where all forms of discrimination are eliminated, with an improvement of the work environment and an increase in the motivation and commitment of the staff, carrying out, in order to achieve this, those positive actions that contribute to create the appropriate conditions for equality to become real and effective.

The specific objectives of this LGTBI Plan are:

- To know the current situation of the company in terms of knowledge and awareness of sexual and gender diversity.
- To develop awareness-raising actions on equal treatment for the LGTBI community.
- Promote measures and benefits to reconcile personal, family and work life, with emphasis on the LGTBI community.
- Prevent and eradicate attitudes and behaviors LGTBI-phobic that imply prejudice and discrimination based on sexual orientation and/or gender identity.
- Improve the quality of life of LGTBI people, especially people transgender, in the workplace.

3. Planned set of measures in terms of equality and non-discrimination for LGTBI people.

The planned set of measures have the objective of achieving the real and effective equality of LGTBI people (planned measures) as expressed in Law 4/2023 for the real and effective equality of people trans and for the guarantee of the rights of LGTBI people as well as in RD 1026/2024 which develops the planned set of measures for the equality and non-discrimination of LGTBI people in companies.



The set of planned measures is presented below:

NUM. MESURE	DESCRIPTION OF THE IMPROVEMENT MEASURE	MONTH / YEAR IMPLEMENTATION
1	Disseminate the LGTBI Plan, communicating internally to the staff the existence of the Plan and where they can find it.	January 2025
2	Communicate internally who are the people who are part of the Committee Monitoring the LGTBI Plan and its function.	January 2025
3	Communicate internally and/or externally the actions of Diversity and Inclusion (incorporate web page where the LGTBI Plan is referenced).	During the term of the LGTBI Plan
4	Incorporate the implementation of diversity in the LGTBI collective in the Welcome Manual.	January 2025
5	Training and awareness sessions <u>for all staff</u> on the LGTBI community and the implementation of diversity actions.	During the term of the LGTBI Plan
6	Design a formal procedure for selection, hiring and promotion incorporating the LGTBI perspective.	September 2025
7	Revise the Manual of inclusive and respectful language, incorporating the LGTBI perspective (basic concepts).	January de 2025
8	Conduct internal welfare and work environment surveys that include issues of diversity and inclusion of the LGTBI community.	September 2026
9	Dissemination of the Protocol of action for the prevention and care of harassment or violence against LGTBI people and where they can find it.	2025
10	Training on the Protocol of action for the prevention and attention of harassment or violence against LGTBI people in the company.	During the term of the LGTBI Plan
11	Elaboration and dissemination of the protocol of support for people transgender in the workplace.	September 2026

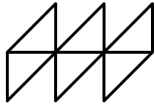
3. Follow-up indicators

All actions have the general objective of being a tool to guarantee the fundamental right of equality and non-discrimination of LGTBI people.

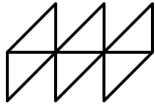
The set of measures are aimed at all CED staff, that is to say, in its **personal scope** it includes all CED employees. In its **temporal scope**, as it has been expressed, the measures will be developed during 2025-2026. And finally, in its **territorial scope**, the measures will be carried out in the Autonomous Community of Catalonia, in the province of Barcelona, where the center is located.

The resources foreseen to work on the set of measures are material, human and economic. The dissemination and communication mechanisms are basically e-mails and work meetings, as summarized in the following table:

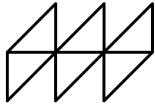
Target persons			
Total workforce			
Planned resources	Materials	Humans	Economics
	Office equipment, internet connection, computers, meeting room.	People responsible for carrying out the action.	Cost of the material used and time invested by the responsible persons.
Dissemination mechanisms			
Meetings			
E-mail			



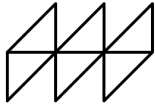
ACTION 1			
Area of action			
Organizational culture and management			
Implementation date	Start		End
	January de 2025		January de 2025
Justification of the prioritization of the measure			
Informing the entire workforce about the existence of the LGTBIQ Plan helps to create a culture of respect and tolerance for diversity, which is essential to achieve real and effective equality of LGTBIQ people in the company.			
Objectives			
Inform of the existence and accessibility of the Plan entire staff of LGTBI			
Measurement description			
Disseminate the LGTBI Plan, communicating internally to the staff the existence of the Plan and where they can find it.			
Target persons			
Total workforce			
Planned resources	Materials	Humans	Economics
	Office equipment, internet connection, computers, meeting room.	People responsible for carrying out the action.	Cost of the material used and time invested by the responsible persons.
Dissemination mechanisms			
Meetings			
E-mail			
Monitoring and evaluation indicators			
<ul style="list-style-type: none"> • What channels of diffusion of the LGTBIQ Plan have been used? <ul style="list-style-type: none"> • Where is the LGTBIQ Plan available for all staff? • How many consultations on the LGTBIQ Plan have there been? 			
Responsible personnel			
CED's Management and Equality Committee			



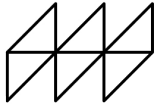
ACTION 2			
Area of action			
Organizational culture and management			
Implementation date	Start		End
	January de 2025		December 2028
Justification of the prioritization of the measure			
Informing about the people who are part of the LGTBIQ Plan Follow-up Committee is essential to facilitate communication or consultation on any topic related to the Plan.			
Objectives			
To inform about the existence of the LGTBIQ Plan Follow-up Committee and its functions.			
Measurement description			
Communicate internally who are the people who are part of the Negotiating/Monitoring Committee of the Plan LGTBI and their function.			
Target persons			
Total workforce			
Planned resources	Materials	Humans	Economics
	Office equipment, internet connection, computers, meeting room.	Persons responsible for carrying out the action.	Cost of the material used and time invested by the responsible persons.
Dissemination mechanisms			
Meetings			
E-mail			
Monitoring and evaluation indicators			
<ul style="list-style-type: none"> • What channels of dissemination of the Follow-up Committee have been used? • How many consultations on the Plan LGTBIQ have been carried out? 			
Responsible personnel			
CED's Management and Equality Committee			



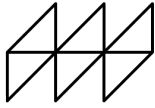
ACTION 3			
Area of action			
Organizational culture and management			
Implementation date	Start	End	
	January 2025	December 2028	
Justification of the prioritization of the measure			
It is essential that all the people who are related to the organization know their involvement with diversity through the application of the LGTBIQ Plan in order to create respectful and empathetic relationships.			
Objectives			
Promote a diverse and inclusive work environment.			
Measurement description			
Communicate internally and/or externally the actions of Diversity and Inclusion (incorporate web page where the LGTBI Plan is referenced).			
Target persons			
Total workforce and external agents with whom the company is related.			
Planned resources	Materials	Humans	Economics
	Office equipment, internet connection, computers, meeting room.	People responsible for carrying out the action.	Cost of the material used and time invested by the responsible persons.
Dissemination mechanisms			
Website			
Follow-up and evaluation indicators			
<ul style="list-style-type: none"> • Has a section on diversity been added to the website? <ul style="list-style-type: none"> • What is the content of this section? • Has there been any consultation on this matter? 			
Responsible personnel			
CED's Management and Equality Committee			



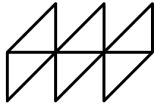
ACTION 4			
Area of action			
Organizational culture and management			
Implementation date	Start		End
	January 2025		December 2028
Justification of the prioritization of the measure			
Incorporating the implementation of diversity in LGTBI groups in the Welcome Manual will help to promote a culture of respect and tolerance for diversity also in the people who join the company.			
Objectives			
Encourage new incorporations to know and collaborate with the promotion of LGTBIQ diversity in the company.			
Measurement description			
Incorporate the implementation of diversity in the LGTBI collective in the Welcome Manual.			
Target persons			
People joining the company			
Planned resources	Materials	Humans	Economics
	Office equipment, internet connection, computers, meeting room.	People responsible for carrying out the action.	Cost of the material used and time invested by the responsible persons.
Dissemination mechanisms			
Meetings			
E-mail			
Monitoring and evaluation indicators			
<ul style="list-style-type: none"> • Has the implementation of diversity been incorporated into the Welcome Manual? <ul style="list-style-type: none"> • How many people have consulted the Welcome Manual? 			
Responsible personnel			
CED's Management and Equality Committee			



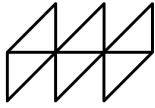
ACTION 5			
Area of action			
Training			
Implementation date	Start	End	
	During the term of the LGTBIQ Plan		
Justification of the prioritization of the measure			
Raising awareness of LGTBI diversity among the entire workforce is essential to achieve real and effective equality for LGTBI people.			
Objectives			
Raise awareness of LGTBIQ diversity among all staff.			
Measurement description			
Training and awareness for all staff on the community sessions LGTBI and the implementation of diversity actions.			
Target persons			
Total workforce			
Planned resources	Materials	Humans	Economics
	Office equipment, internet connection, computers, meeting room.	People responsible for carrying out the action.	Cost of the material used and time invested by the responsible persons.
Dissemination mechanisms			
Meetings			
E-mail			
Follow-up and evaluation indicators			
<ul style="list-style-type: none"> • Have you provided training on LGTBIQ diversity? <ul style="list-style-type: none"> • How many people have attended the training? • How do the people who have attended the training courses rate it? <ul style="list-style-type: none"> • How much budget has been invested in training? 			
Responsible personnel			
CED's Management and Equality Committee			



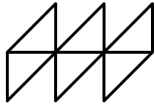
ACTION 6			
Area of action			
Personnel selection			
Implementation date	Start	End	
	January 2025	January 2025	
Justification of the prioritization of the measure			
Ensuring selection processes free of discrimination against the LGTBI collective is essential to ensure the real and effective equality of LGTB people in the company.			
Objectives			
Detect and eliminate any type of bias or discrimination against the LGTBI community throughout the selection process.			
Measurement description			
To design a formal procedure of selection and contracting incorporating the LGTBI perspective.			
Target persons			
Personnel responsible for the selection and hiring processes.			
Planned resources	Materials	Humans	Economics
	Office equipment, internet connection, computers, meeting room.	Persons responsible for carrying out the action.	Cost of the material used and time invested by the responsible persons.
Dissemination mechanisms			
Meetings			
E-mail			
Monitoring and evaluation indicators			
<ul style="list-style-type: none"> • Has a formal procedure been created in the personnel selection processes? • Have all persons responsible for the selection and hiring processes been informed of the formal procedure established? 			
Responsible personnel			
CED's Management and Equality Committee			



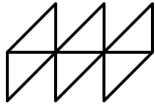
ACCIÓ 7			
Area of action			
Respectful language with people			
Implementation date	Start	End	
	January 2025	December 2028	
Justification of the prioritization of the measure			
Eliminating the discriminatory use of language is essential to ensure the real and effective equality of LGTBI people in the company.			
Objectives			
Promote the use of inclusive language.			
Measurement description			
Revise the Manual of inclusive and respectful language, incorporating the LGTBI perspective (basic concepts).			
Target persons			
Total workforce			
Planned resources	Materials	Humans	Economics
	Office equipment, internet connection, computers, meeting room.	People responsible for carrying out the action.	Cost of the material used and time invested by the responsible persons.
Dissemination mechanisms			
Meetings			
E-mail			
Follow-up and evaluation indicators			
<ul style="list-style-type: none"> • Has the inclusive language manual been revised? <ul style="list-style-type: none"> • What changes have been made? • Has the manual been distributed to the entire workforce? <ul style="list-style-type: none"> • What means of diffusion have been used? 			
Responsible personnel			
CED's Management and Equality Committee			



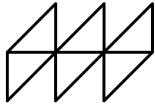
ACCIÓ 8			
Area of action			
Risks and occupational health			
Implementation date	Start	Ens	
	September 2026	November 2026	
Justification of the prioritization of the measure			
Knowing the level of well-being and work environment in the company taking into account the LGTBIQ diversity is essential to continue working on the implementation of real and effective equality of LGTBI people.			
Objectives			
To know the level of well-being of all people in the company, including issues related to the diversity of the LGTBI community.			
Measurement description			
Conduct internal welfare and work environment surveys that include issues of diversity and inclusion of the LGTBI community.			
Target persons			
Total workforce			
Planned resources	Materials	Humans	Economics
	Office equipment, internet connection, computers, meeting room.	Persons responsible for carrying out the action.	Cost of the material used and time invested by the responsible persons.
Dissemination mechanisms			
Meetings			
E-mail			
Monitoring and evaluation indicators			
<ul style="list-style-type: none"> • Have internal wellbeing and work environment surveys been conducted? • What questions have been incorporated in relation to LGTBI diversity? • What aspects to improve stand out from the results obtained in the survey? 			
Responsible personnel			
HR staff, management and the Plan Monitoring Committee LGTBI.			



ACTION 9			
Area of action			
Prevention of asset abuse			
Implementation date	Start	End	
	January 2025	December 2028	
Justification of the prioritization of the measure			
Informing the entire workforce about the implementation of the new Protocol for action in situations of harassment against LGTBI people in the company is essential in order to identify and eradicate this type of situation.			
Objectives			
Ensure that all staff are aware of the procedure to follow in the event of experiencing or observing any type of discrimination against LGTBI people in the company.			
Measurement description			
Dissemination of the Protocol of action for the prevention and care of harassment or violence against people LGTBI and where they can find it.			
Target persons			
Total workforce			
Planned resources	Materials	Humans	Economics
	Office equipment, internet connection, computers, meeting room.	People responsible for carrying out the action.	Cost of the material used and time invested by the responsible persons.
Dissemination mechanisms			
Meetings			
E-mail			
Follow-up and evaluation indicators			
<ul style="list-style-type: none"> • What means of diffusion have been used? • How many consultations on the protocol have there been? • What response has been given to possible complaints/complaints? 			
Responsible personnel			
CED's Management and Equality Committee			



ACCIÓ 10			
Area of action			
Prevention of asset abuse			
Implementation date	Start	End	
	During the term of the LGTBI Plan		
Justification of the prioritization of the measure			
Being able to raise awareness and inform the staff about the harassment that may occur in the company against LGTBI people is essential to prevent this type of situation.			
Objectives			
Prevent any type of discrimination and violence against LGTBI people in the organization.			
Measurement description			
Training on the Protocol of action for the prevention and attention of harassment or violence against LGTBI people in the company.			
Target persons			
Total workforce			
Planned resources	Materials	Humans	Economics
	Office equipment, internet connection, computers, meeting room.	People responsible for carrying out the action.	Cost of the material used and time invested by the responsible persons.
Dissemination mechanisms			
Meetings			
E-mail			
Follow-up and evaluation indicators			
<ul style="list-style-type: none"> • Has training been developed in this area? • How many people have attended the training? • How do the people who have attended the training evaluate it? <ul style="list-style-type: none"> • Budget earmarked for this action. 			
Responsible personnel			
CED's Management and Equality Committee			



ACCIÓ 11			
Area of action			
Support for Trans People			
Implementation date	Start	End	
	During the term of the LGTBI Plan		
Justification of the prioritization of the measure			
To be able to incorporate the accompaniment of trans people in all areas of the organization.			
Objectives			
Prevent any type of discrimination against trans people in the organization.			
Measurement description			
Elaboration and dissemination of the protocol for support of transgender people in the workplace.			
Target persons			
Total workforce			
Planned resources	Materials	Humans	Economics
	Office equipment, internet connection, computers, meeting room.	People responsible for carrying out the action.	Cost of the material used and time invested by the responsible persons.
Dissemination mechanisms			
Meetings			
E-mail address			
Follow-up and evaluation indicators			
<ul style="list-style-type: none"> • Has the Protocol of accompaniment been elaborated? <ul style="list-style-type: none"> • How many people have received information? • What actions have been taken for people transgender? 			
Responsible personnel			
CED's Management and Equality Committee			

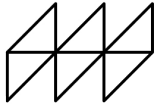
4. Monitoring, evaluation and revision of the plan.

The control and follow-up of the LGTBI Plan responds to the following objectives:

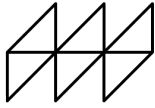
- Verify the achievement of the objectives established in the LGTBI Plan.
- Obtain information on the degree of execution, the adequacy of the resources undertaken and the fulfillment of the timetable for the actions.
- Detect possible obstacles or difficulties in the implementation.
- Make the necessary adjustments or take corrective measures if necessary, according to current legislation and the needs of the company.

Monitoring should not be understood as a secondary process, but rather as part of the initial design and must be carried out in parallel with execution. Monitoring serves to control and verify that the execution of the measures is in line with the plan's forecasts and, at the same time, helps to detect imbalances and take corrective measures.

In order to achieve an optimal follow-up evaluation, we propose a series of qualitative indicators to evaluate the actions that have been carried out during the term of the plan, as well as those actions that have not been implemented, as well as the impact that the measures taken have had on the company, both internally and externally, and the degree of staff satisfaction with the actions that have been developed.

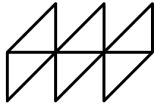


MONITORING INDICATORS			
DIMENSIÓ	CATEGORY	SUBCATEGORY	INDICATORS
Company	ADDRESS	Awareness	<ul style="list-style-type: none"> The company has carried out actions to raise awareness of the LGTBI community. The actions carried out have improved the work environment, favoring the LGTBI community. The company has promoted tolerance and respect for the LGTBI community. The board has been involved in the Plan LGTBI process.
		Commitment / CSR	<ul style="list-style-type: none"> Number of events related to LGTBI diversity in which the company has been present during the last year. Appearance of the company in classifications and studies on good practices in LGTBI diversity. Number of incidents reported that are related to sexual and gender diversity within the company. Number of suppliers and collaborating companies with which we work that promote sexual and gender diversity.
		Communication and language	<ul style="list-style-type: none"> The use of inclusive language has increased in both internal and external company documents. Inclusive language has been promoted in the communication media with the workforce. Images promoting diversity, etc.) have been incorporated into general communication channels (website, LinkedIn) The staff has improved in the use of inclusive and non-sexist language. Discriminatory and violent comments towards the LGTBI community have decreased or are nonexistent.
	TEMPLATE	Discrimination	<ul style="list-style-type: none"> The staff has improved its attitude, behavior and opinion regarding LGTBI awareness. There has been less or no discrimination in the workplace based on gender identity or sexual orientation. The staff shows more sensitization towards the LGTBI collective.
		Awareness	<ul style="list-style-type: none"> The staff knows the meaning of the acronyms LGTBI, as well as the definitions of sexual orientation and gender identity. The staff has noticed an increase in the climate of tolerance and respect towards the LGTBI collective. The staff's response to discriminatory comments and attacks against the LGTBI community has improved. Number of LGTBI employees who have received paid leave for marriage or family benefits from the company. Number of people trans who have made the transition to the company in a satisfactory way, and number of permits to carry out this transition.



Follow-up of the actions of improvement

Actions Follow-Up Sheet		
Area of action		
Date of implementation	Start	End
Follow-up indicators		
Qualitative indicators	Initial value (% or numeric)	Current value (% or numeric)
Performance indicators		
Level of execution	Pending or in execution (___)	Completed (___)
Indicate the reason why the measure has not been started or fully completed.	Lack of human resources (___)	
	Lack of material resources (___)	
	Lack of time (___)	
	Lack of participation (___)	
	Lack of coordination with other departments (___)	
	Disregard of development (___)	
	Others (specify):	
Process indicators		
Allocation of allocated resources		
Barriers to implementation		
Pressed solutions		
Impact indicators		
Millions produced		
Reduction of discriminatory situations		
Proposals for the future		
Number of participants and documentation accrediting the execution of the measure		



5. Modification procedure, including the procedure for resolving any discrepancies that may arise in the application, monitoring, evaluation and revision.

Agreement for the out-of-court settlement of disputes

This agreement is adopted in order to find an amicable way to solve conflicts.

1. Objective.

The objective of this agreement is to maintain and develop an autonomous system for the prevention and resolution of conflicts in the negotiation, interpretation and application of the plan.

2. Excluded from the present agreement are all the matters that are not specific to the Plan of Measures and Resources LGTBI.

3. The signatory parties consider that the mediation and arbitration provided for in the present agreement are sufficient to consider the duty to establish procedures with which to effectively resolve the discrepancies arising in the negotiation of the as fulfilled Plan of Measures and Resources LGTBI, and especially declare that the arbitration procedure will require the voluntary submission of each party, as specified in this agreement.

2. Scope of the agreement.

1. The present agreement is applicable to the totality of the territory where the is in force. Plan of Measures and Resources LGTBI

2. This agreement is effective from the date of signature, as well as during the entire validity of the Plan of Measures and Resources LGTBI.

3. Any conflict that arises during the negotiation of the may be subject to the procedures provided for in this agreement LGTBI, as well as during its follow-up and validity Measures and Resources Plan

4. This agreement does not include the resolution of individual conflicts nor does it cover conflicts and areas other than those included in this article, which may be subject to the procedures provided for in agreements subscribed, or which may be subscribed, in the different autonomous areas, or which are established in the applicable collective bargaining agreements.

3. Procedures.

1. The procedures established in this agreement are:

a) Mediation, which is obligatory in the cases that are subsequently determined and whenever it is requested by one of the parties to the conflict or action, except in those cases in which an agreement between both parties is required. Mediation before the competent autonomous body replaces the prior administrative conciliation for the purposes set forth in articles 63 and 156 of the Law regulating social jurisdiction.

b) Arbitration, which is only possible when both parties, by mutual agreement, request it in writing.

2. At any time it may be agreed that the mediation procedure will end in arbitration. Likewise, the arbitrator may be urged to carry out, as part of his or her work, mediation functions.

4. Guiding principles of the procedures.

The procedures provided for in this agreement are governed by the principles of gratuity, celerity, hearing of the parties, impartiality, equality and contradiction, and respect, in any case, the ethical code of the company, the legislation in force and the constitutional principles.

The procedures must be adjusted to the formalities and terms provided for in this agreement and the general provisions of interpretation adopted by the Negotiating Committee of the Plan of Measures and Resources LGTBI, always seeking maximum effectiveness and agility in its development.

5. Prior intervention of the Negotiating Committee of the Plan of Measures and Resources LGTBI.

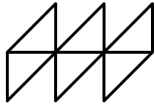
1. In the conflicts arising in the negotiation of the Plan of Measures and Resources LGTBI, the prior intervention of the Negotiating Committee of the Plan is mandatory, without which it cannot be processed.

The prior submission to the Negotiating Committee, referred to in the preceding paragraph, shall be deemed to have been exhausted once a response has been received.

6. Mediation procedure.

1. The purpose of mediation is to resolve differences in order to prevent or resolve a conflict.

2. This mediation will be carried out preferably by a unipersonal body or, if so expressly chosen by the parties, by a collegiate body of two persons, which may be increased to three by agreement between the parties.



3. The parties to the mediation procedure must document the existing differences and their antecedents, and must indicate the issue or issues on which the procedure is to be based. In any case, the data and information provided will be treated confidentially, and in full compliance with the provisions of the Organic Law 3/2018, of December 5, on the protection of personal data and guarantee of digital rights.

4. The mediation procedure shall not be subject to any pre-established procedure, except for the appointment of the mediator or mediators and the formalization of the agreement, if any, that may be reached.

5. Once the mediation has been requested before the corresponding body, the first meeting will be held within a maximum period of five working days. In any case, the terms may be extended or reduced by mutual agreement of the parties.

6. Within the scope of the present agreement, the mediation procedure is obligatory when requested by one of the legitimate parties, except in cases where the agreement of both parties is required.

7. The mediation procedure developed according to this agreement replaces the compulsory conciliation procedure provided for in article 156.1 of the Law regulating social jurisdiction, within its scope of application and for the conflicts to which it refers.

8. In any case, the parties may agree to voluntarily submit themselves to the arbitration procedure without the need to resort to the mediation process. In the same way, the parties may, from the beginning or during the mediation procedure, authorize one of the mediators to arbitrate all or some of the matters in dispute.

7. Subjects legitimized to request the mediation.

1. For the mediations foreseen in the present agreement, both parties must accredit the legitimacy indicated in the following section.

2. Any of the two representations are legitimized to request the mediation of the conflicts collected -social bank and business bank- that are part of the Negotiating Committee of the Plan of Measures and Resources LGTBI .

8. Request for mediation.

1. The promotion of mediation begins with the presentation of a letter addressed to the Service Interconfederal of Mediation and Arbitration.

2. The request for mediation must contain the following extremes:

a) Identification and contact details, including e-mail address of:

- The requesting party and, if necessary, of the person who represents him/her, expressing the date and signature.

- The parties to whom the application is addressed. If applicable, the collective subjects that have the legal standing to join the proceeding within the scope of the claim must be identified.

- The possible parties interested in the procedure. In those cases, in which it is appropriate, the identification of the rest of the business and trade union organizations represented in this area shall also be included.

b) The purpose of the application, specifying the facts and the reasons on which the claim is based.

c) The group of workers affected by the application and the territorial scope of this application.

d) The accreditation of the intervention of the joint committee, or of having addressed it without effect, and the opinion issued, if applicable.

9. Arbitration proceedings.

1. By means of the arbitration procedure, the parties voluntarily agree to entrust a third person, and to accept in advance the solution that this person dictates on the conflict or the question raised.

It shall require the express manifestation of the will of both parties to submit to the arbitration award, which shall be binding.

2. The parties may initiate arbitration without the need to go beforehand to the mediation procedure provided for in the preceding chapter, or do so after the expiration of this mediation or during its course. Notwithstanding the above, the parties may at any time request the person in charge of carrying out the arbitration to carry out, prior to his or her performance as such, mediation functions.

3. Once the arbitration agreement has been formalized, the parties shall refrain from initiating other proceedings on any question or issue subject to arbitration, as well as from resorting to a lockout or lockout by the employer.

10. Parties entitled to request arbitration.

The same parties are entitled to initiate arbitration proceedings, by mutual agreement, depending on the type of conflict and the area affected, as are the same parties entitled to initiate mediation proceedings.

11. Request for arbitration.

1. The promotion of the procedure will require the presentation of a written document before the Service Interconfederal of Mediation and Arbitration, subscribed by the legitimate subjects who wish to submit the matter to arbitration.

This document must contain:

a) The identification of the company or of the collective subjects that have the legitimacy to join the procedure, including the e-mail address, date and signature.

Where appropriate, the identification of the other business and trade union organizations represented in this area must also be included, including their e-mail address, in order to notify them of the arbitration agreement in case they wish to adhere to it.

b) The designation of the person who will carry out the arbitration. Failure to do so shall be deemed to have been delegated to the management of the corresponding body.

c) The specific issues on which the arbitration is to be based, whether it is in law or in equity, the nature of the arbitration, its development and its claim, the reasons on which it is based and the time limit for rendering the arbitration award. The parties may urge the person conducting the arbitration to issue his award on the basis of the final position that may be presented to him by the aforementioned parties in relation to one or more of the specific issues submitted to arbitration.

d) The commitment to accept the arbitration decision.

e) The term within which the arbitration award shall be rendered. The parties may establish shorter terms.

12. Follow-up of the Measures

A Follow-up Committee made up of the CED Equality Committee and the participation of two members of the Works Council or the RLT, in the event that it is created in the future.

Signatories:

FOR THE SOCIAL PART

Celeste Attias Ayarzagüena (CCOO external union)

Eduardo Gómez Martínez (CCOO external union)

FOR THE COMPANY

Hermínia Pujol Estragués (manager)