

## AGROTECNIO – LETTER OF COMMITMENT TO GENDER EQUALITY

Dear Agrotecnio members,

At Agrotecnio, we firmly believe in equal opportunities for women and men as a fundamental principle for our development as an institution and for the progress of society as a whole. Gender equality is not only a fundamental right, but also an essential element in fostering a fairer, more inclusive, and more productive work environment.

For this reason, we make a firm commitment to promote and guarantee effective equality between women and men in all areas of our institution. We commit to:

- Promote a culture of equality based on respect, inclusion, and non-discrimination.
- Guarantee equal opportunities in access to employment, training, and professional development.
- Eliminate any type of discrimination based on gender in recruitment, promotion, and remuneration processes.
- Promote work-life balance through measures that enable a better distribution of time and responsibilities.
- Prevent and respond to harassment and gender-based violence through clear protocols and support measures for those affected.
- Raise awareness and provide continuous training to our staff to promote an organizational culture aligned with gender equality.

This commitment requires the involvement of everyone. We encourage you to actively contribute to building a work environment where equality is a tangible and shared reality. We have recently approved the [Agrotecnio Gender Equality Plan](#), a document that outlines this commitment through a set of effective measures aimed at ensuring real equality within our institution. This plan establishes actions in key areas such as work-life balance, training, prevention of harassment, and salary review, thereby strengthening our commitment to an organizational culture based on equality and respect.

Confident that we can count on your support to achieve this shared goal, we thank you for your commitment and collaboration.

Sincerely,

José Antonio Bonet