

COMMITMENT TO EQUALITY

Donostia International Physics Center Foundation expressly recognize every individual's right to equal treatment and non-discrimination. No one shall be discriminated against based on birth, racial or ethnic origin, sex, religion, belief or opinion, age, disability, sexual orientation or identity, gender expression, illness or health condition, serological status and/or genetic predisposition to diseases or disorders, language, socioeconomic situation, or any other personal or social condition or circumstance.

Regarding equality between women and men, Donostia International Physics Center Foundation commits to:

- **Establishing and developing policies that integrate equal treatment and opportunities for women and men, without any direct or indirect discrimination** for any of the reasons mentioned above or others that may arise.
- **Promoting and encouraging measures to achieve real and effective equality between women and men** within our organization, by establishing **equality as a strategic principle** of our Corporate Policy and People Management, in accordance with the definition provided in **Organic Law 3/2007 of March 22, for effective equality between women and men, Article 3:**

Article 3.

The principle of equal treatment between women and men implies the absence of all direct or indirect discrimination based on sex, especially those arising from maternity, the assumption of family obligations, and marital status.

In all areas of **our organization's operations** and **activity development**, as well as in **relationships with other organizations and entities**, we assume the principle of **equal rights and opportunities for women and men**, and we will **comply with current legislation**.

Equality will be present in **the following management areas of our organization:**

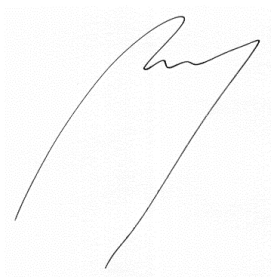
- Organizational culture
- Recruitment and hiring
- Job classification
- Training
- Professional promotion
- Working conditions and employment
- Compensation
- Working time arrangements and co-responsible work-life balance
- Occupational health and safety
- Prevention and action against sexual harassment, sex-based harassment, and other behaviours contrary to sexual freedom and moral integrity in the workplace
- Gender-based violence
- Internal and external communication

This commitment is put into practice at **Donostia International Physics Center Foundation** through **the promotion of equality measures and the implementation of our Equality Plan**, which includes the relevant monitoring and evaluation systems, with the aim of **advancing toward real and effective equality between women and men in our organization** and, by extension, in society as a whole.

Regarding sexual harassment and harassment based on sex, DIPC expresses **zero tolerance** for such behaviours occurring anywhere in the organization—including digital environments—and **any other conduct contrary to sexual freedom and moral integrity in the workplace**.

Regarding **communication, both internal and external**, DIPC commits to projecting an **image of the organization that aligns with this principle of gender equality**. It will avoid stereotyped images and will promote values such as equality, diversity, shared responsibility, and respectful treatment. **Inclusive communication will be used, and non-sexist language will be applied in all communications**.

In Donostia/San Sebastián (Gipuzkoa), on 21 July 2025



Ricardo Díez Muiño
Director

KEY REGULATORY REFERENCES

- **Organic Law 3/2007, of March 22**, for the effective equality of women and men.
- **Royal Legislative Decree 2/2015, of 23 October**, approving the revised text of the Workers' Statute Law.
- **Royal Decree-Law 6/2019, of 1 March**, on urgent measures to guarantee equal treatment and opportunities between women and men in employment and occupation, which amends Organic Law 3/2007 for the effective equality of women and men.
- **Royal Decree 901/2020 of 13 October** regulating equality plans and their registration, and amending Royal Decree 713/2010 of 28 May on the registration and deposit of collective bargaining agreements.
- **Royal Decree 902/2020, of October 13**, on equal pay for women and men.
- **Law 10/2021**, of July 9, on remote work.
- **Law 12/2022**, of July 12, on equal treatment and non-discrimination.
- **Organic Law 10/2022, of September 6**, on comprehensive sexual freedom guarantees.
- **Order PCM/1047/2022, of 1 November**, approving and publishing the procedure for the evaluation of jobs provided for in Royal Decree 902/2020, of 13 October, on equal pay for women and men.
- **Law 4/2023, of February 28**, for the real and effective equality of trans people and the rights of LGBTI individuals.
- **Royal Decree 1026/2024, of October 8**, developing equality and non-discrimination measures for LGBTI individuals in companies.

Autonomous Community Legislation (Basque Country):

- **Legislative Decree 1/2023, of March 16**, approving the revised text of **the Law for the equality between women and men and free lives from sexist violence against women**.
- **Law 4/2024, of February 15**, on non-discrimination based on gender identity and the rights of trans people.