

STATEMENT TO INFORM ABOUT ORGANIZATIONAL COMMITMENTS ON EQUALITY AND THE LAUNCH OF THE SECOND EQUALITY PLAN

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

At **Donostia International Physics Center Foundation**, we are aware that our management must align with the needs and demands of society. Therefore, **we have expressly and publicly undertaken the following commitments:**

- **The recognition of every individual's right to equal treatment and non-discrimination; no one shall be discriminated** against on the grounds of 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 and disorders, language, socioeconomic status, or any other personal or social condition or circumstance.
- **Zero tolerance for behaviors** within the organization **that constitute sexual harassment, harassment based on sex, or other actions contrary to sexual freedom and moral integrity in the workplace.**
- **Zero tolerance for discriminatory practices within the organization that are considered harassment based on sexual orientation, gender identity, and/or gender expression.**
- **The development of an Equality Plan for women and men** within our organization, in line with the guidelines set out by current legislation and therefore fully **incorporating the principle of equal treatment and opportunities**, as outlined in **Organic Law 3/2007** for the effective equality of women and men. To this end, we have established an **Equality Committee/Team**, as required by current regulations.

To make these commitments and this project a reality, **we need your collaboration and support.** Throughout the process, we will keep you informed of the actions being undertaken and will ask for your cooperation in carrying out some of them.

We thank you in advance for the time you will dedicate and your willingness to ensure that this project we are launching becomes a success for our organization.

We remain at your disposal.



Ricardo Díez Muiño
Director