



GRUPO VISTA ALEGRE | ATLANTIS

GENDER EQUALITY PLAN 2020

VAA - VISTA ALEGRE ATLANTIS SGPS, S.A.



VAA – Vista Alegre Atlantis SGPS, S.A.

Gender Equality Plan 2020

PREAMBLE

VAA – *Vista Alegre Atlantis SGPS, S.A.* is a group developing its activity within the ceramics and crystal sector, whose historical path since it was founded on the 1st of July 1824, has always been guided by a vision focused on innovation and on the quality of its products. Its development has been based on attracting, taking in and retaining talent as well as promoting equality for human resources, aiming at creating the best conditions for its employees to achieve professional (*in terms of training and creating the best working conditions*) and personal (*promoting an environment that may ensure employees have social and family conditions, which include housing, culture, sports, leisure, health, leisure and education*) goals.

Its head office, located at Lugar da Vista Alegre, is a mirror of this policy by joining together the factory, the employees' neighbourhood, the theatre, the chapel, the museum, the sports club and all other characteristics that make up the world of Vista Alegre.

INTRODUCTION

Within the context of expertise spanning nearly two-centuries which the company will celebrate in 2024, it has always embraced the desire for innovation, including in its processes, manufacturing and design, which has resulted in bringing together the essential pillars for its dynamics, such as ensuring personal, social, cultural and professional conditions within its world, favouring themes such as equality and well-being.

For this reason, gender equality is one of the founding principles of the *Grupo Vista Alegre* and its companies. It is this principle, which the entire management team is well aware of, that guides the makeup of this Gender Equality Plan, providing a set of measures and actions. This plan, to be implemented in 2020, is intended to guide and promote conditions for professional integration and career development, favouring equal conditions for men and women, encouraging the elimination of

possible gender discrimination and improving practices that facilitate balancing personal and family life with professional life.

An example of the company's focus towards equality and diversity is the diversity policy statement in the VAA's corporate bodies, now formally endorsed in a document that was approved at the Board of Directors' meeting on the 4th of December 2017, whereby "VAA - *Vista Alegre Atlantis SGPS, SA* intends to adopt and implement a diversity policy aimed at promoting suitable gender and age diversity, as well as complementary education and professional skills and diversity of experience within their respective corporate bodies, based in particular on the following principles: (i) diversity of knowledge, experience and know-how, as well as of gender, both at a national and international level; ii) an appropriate balance between age and seniority for thoughtful, innovative, sustainable and faster decision-making processes; iii) a suitable combination of education qualifications; iv) varied mastery in the different areas of knowledge and professional experience within different sectors; regular monitoring of the implementation of principles that are the basis of the diversity policy adopted, reviewing it on an annual basis."

Within this context the concerns and principles underlying this diversity policy have been presented in the successive elections of the Company's corporate bodies, including, in particular, in the Board of Directors and in the Supervisory Board, people of varying ages, genders and qualifications as well as different professional experiences so as to not only promote greater balance and performance within these bodies, but also strengthen decision-making and control processes.

It is within this framework that the foundations of this plan are now being redefined. Its main purpose is to reach increasingly demanding levels regarding equality and the well-being of the entire team as a catalyst for the success of the company and its employees.

PURPOSES

1. The company's mission, vision and values

For the company's identity, it is paramount to outline a strategy aimed at raising awareness and improving everything in terms of gender equality within all areas of the *Grupo Vista Alegre*, as well as promoting awareness at each hierarchical level of the organization regarding this measure.

Actions:

- i) Strengthen the organization's commitment towards diversity and gender equality.
- ii) Create gender equality monitoring indicators within the organization.
- iii) Carry out surveys to employees at different levels of the organization so as to assess their perception of several aspects of gender equality.
- iv) Outline a gender equality training plan for leadership and middle management positions to promote gender balance in decision-making and subsequent implementation.
- v) Communicate the main characteristics of the equality policy to the various levels and the different areas of the company.
- vi) Monitor the diversity policy program within VAA's corporate bodies, approved in 2017.

Responsibility: Department Manager/ Human Resources Department/ Managers

2. Social dialogue

Within the theme of social dialogue and the participation of workers and their organizations, the goal is to promote dialogue with the employees and ensure their participation in studying measures that promote equality.

Actions:

- i) Study a model for implementing communication channels regarding the topic of gender equality.
- ii) Adopt and disclose the principle of gender equality and non-discrimination in corporate communication.

Responsibility: Department Manager

3. Balance of work life vs family and personal life

Promote the optimization of work organization, increasingly adapting it to the employees' personal and family needs.

Actions:

- i) Assess the possibility of certain areas benefiting from the implementation of teleworking.
- ii) Assess any measures considering the possibility of a flexible work schedule, in terms of balancing professional duties with family and personal life.

Responsibility: Department Manager/ Human Resources Department/ Managers

4. Family Assistance

For protecting in regards to maternity, paternity as well as family assistance in terms of family responsibilities.

Actions:

- i) Encourage the disclosure of an information plan on parenting rights and the sharing of family care rights between men and women.
- ii) Promote the implementation of measures to support exercising parenting rights, as well as possible and appropriate mechanisms to promote the balance of employees' professional life with family and personal life.

Responsibility: Human Resources Department

CONCLUSION

GENDER EQUALITY PLAN 2020



This Plan has a defined schedule for 2020, with monitoring tools, based on planning and fulfilment of the planned actions for each of the defined purposes.

Actions will be internally monitored and reviewed annually at the end of each year.

Overseeing the entire process and monitoring actions as well as evaluating results will be the responsibility of the Department Manager and / or the Human Resources Department.

September 2019