



## **GENDER EQUALITY PLAN**

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## 1. Introduction

Equality rights in Portugal are guaranteed by a series of laws and constitutional principles that aim to ensure that everyone is treated fairly, without discrimination. Equality is a fundamental value enshrined in the Constitution of the Portuguese Republic, which states that all citizens have the same social dignity and are equal before the law.

Here are some of the main aspects of equality rights in Portugal:

- **Constitution of the Portuguese Republic:** Article 13 of the Constitution states that all citizens have the right to equality and cannot be discriminated against based on criteria such as sex, race, language, territory of origin, religion, political or ideological convictions, education, economic situation or social status.
- **Gender Equality:** Portugal has made significant progress in promoting gender equality, with legislation that prohibits discrimination in employment, ensures equal pay and promotes the reconciliation of professional, family and personal life. The Parity Law, for example, requires that lists of candidates for elections have a minimum representation of 40% of each gender.
- **Equality at Work:** Labor legislation in Portugal prohibits any form of discrimination in the workplace, whether during the recruitment process, in career progression or in working conditions. The Authority for Working Conditions (ACT) plays an active role in monitoring compliance with these rules.
- **Racial and Ethnic Equality:** Portugal has specific legislation to combat racial and ethnic discrimination. The Commission for Equality and Against Racial Discrimination (CICDR) is the body responsible for monitoring and promoting equal treatment, ensuring that laws prohibiting discrimination based on race, color, nationality or ethnic origin are complied with.
- **Equality for People with Disabilities:** There are several laws in Portugal designed to protect the rights of people with disabilities, ensuring their full integration into society and the job market. The country follows the guidelines of the UN Convention on the Rights of Persons with Disabilities, promoting accessibility and non-discrimination.
- **LGBTQ+ Community Rights:** Portugal is one of the most progressive countries when it comes to LGBTQ+ community rights. Same-sex marriage was legalized in 2010, and in 2016, the right to adoption by same-sex couples was also

recognized. In addition, the law allows gender reassignment in the civil registry without the need for a medical diagnosis.

- **Education and Awareness:** The Portuguese government has implemented education and awareness programs to promote equality and combat prejudices and stereotypes. These initiatives aim to foster a culture of respect and inclusion from basic education onwards.

In short, Portugal has a robust legal framework and various public policies to ensure that all citizens can enjoy their rights equally, regardless of their personal characteristics. However, as in any society, the challenge of fully implementing these rights and combating persistent inequalities requires continuous vigilance and collective effort.

## 2. Context of the Organization

- **Mission**

OPT's mission is to provide excellent services in the development and implementation of optimized and innovative systems for the management and planning of transport and public information, always seeking to anticipate and combine market developments and technological advances with the various processes of planning, managing and controlling individual and collective mobility.

- **Vision**

"Towards excellent service in innovative and optimized systems for transport planning management and public information." - Thus, at a global level, OPT seeks to be a benchmark for excellence and innovation in the field of Optimized Systems for Transport

Planning and Management and corresponding public information, within the framework of the new political references around sustainable mobility.

- **Values**

The values that serve as a reference at OPT and constitute the basic guide to ethical conduct for all employees are:

- **Integrity:** acting loyally to the company, in accordance with commitments made personally, by the company or on its behalf, strictly in good faith and within the existing legal framework,
- **Responsibility:** pursuing the objectives assumed while taking into account the global impact of the actions and decisions taken on people and the environment,
- **Transparency:** providing information truthfully, clearly and based on evidence, understanding information as a company asset that is shared to generate value.

### **3. Gender Equality at OPT**

At OPT we believe in equal opportunities and mutual respect, regardless of one's ethnicity, religion, gender, ideology, social origin or sexual orientation.

In OPT society, everyone enjoys the same opportunities, regardless of their gender, income, rights and obligations, in any area or sector of activity without anyone being discriminated against. For OPT, equality means accepting and valuing all people and the various roles they play in society equally, regardless of their gender.

A quick look at the company's organization chart shows that recruitment policies have not taken gender into account as a selection factor, with employees being selected solely and exclusively on the basis of their abilities during the recruitment process.

The organization's Executive Board, which manages the company's activity at the time this plan was created, is made up of three members, headed by its Chairwoman, who is also the Chairwoman of the Board of Directors, who is joined by a Member of the Board of Directors and the Executive Director. Administrative, Maintenance and Operations, Commercial & Marketing are currently headed by women, while Information, Mobility and Innovation are currently headed by men.

This distribution is not the result of any conscious effort, but of a process of recruitment and career progression based on the merit and abilities shown by each member throughout their collaboration with the OPT. This is the legacy we intend to defend, creating the conditions for this attitude to be maintained and to evolve, accompanying and anticipating, as has been the case up to now, the changes in mentality in society, which make it possible to identify new types of sensitivity in interpersonal relationships.

#### **4. Objective of the Equality Plan**

OPT presents this Equality Plan with the aim and commitment of continuing to be on the lookout for any kind of discrimination, thus naturally promoting gender equality at all levels of our organization. We intend to continue to guarantee effective equal treatment and opportunities for women and men, being attentive to any discrimination based on gender and encouraging the reconciliation of personal, family and professional life.

We aim to promote an inclusive and fair working environment.

#### **5. Measures to be implemented**

OPT undertakes to act in the following areas to promote gender equality:

##### **5.1 Equal access to employment**

We want to ensure that job descriptions are gender-neutral and do not contain language or requirements that could discourage applications from people of any gender, and we are committed to ensuring gender-balanced interview panels to avoid unconscious bias during selection, when it is necessary to restrict the number of candidates to be interviewed, provided they have the same skills.

##### **5.2 Equal working conditions**

The Equality Plan will be disseminated to all employees so that everyone is aware of it. A shared responsibility will be ensured, consisting of making all managers and leaders co-responsible for implementing this gender equality plan in the company in general, with a natural focus on their team.

##### **5.3 Equal pay**

We reinforce Salary Transparency by disclosing the salary ranges for all positions within the company and ensuring that they are applied fairly and equitably according to the regular evaluations carried out and recorded in the IQMS.

##### **5.4 Parental protection**

It is ensured that all employees are well informed about the parenting policies, available in OPT's Code of Ethics and Conduct. It is ensured that both men and women can fully enjoy their parental rights.

## **5.5 Reconciling professional activity with family and personal life**

For OPT, work-life balance is fundamental. In certain situations, the possibility of partial remote work is available, as stipulated in the company's regulations, allowing employees to better manage their personal and family responsibilities.

## **5.6 Zero tolerance for harassment/violence**

OPT aims to promote a respectful and safe environment in its workplace, free from discrimination and harassment of any kind. OPT considers that any form of individual discrimination that is incompatible with the dignity of the human person, particularly on the grounds of origin, ethnicity, gender, political conviction, religious confession, sexual orientation or physical disability, is not admissible, nor is any conduct configured as sexual or psychological harassment or abuse of power. The Code of Conduct and Ethics includes a reference to gender equality and good practices for preventing and combating harassment at work.

## **6. Conclusion**

The implementation of this Gender Equality Plan reflects the company's firm commitment to maintaining a fair, inclusive and respectful working environment for all. The actions outlined, from promoting zero-tolerance policies for harassment and violence to confirming current fair recruitment practices, are concrete steps towards preventing barriers from appearing and continuing to guarantee equal opportunities for all employees, regardless of gender.

Achieving true equality is a process that requires continuous effort. This plan thus formalizes a journey that began naturally from the company's inception, requiring everyone's active participation to continue promoting the current culture of respect, inclusion and valuing diversity. We will continue to evaluate and adapt our strategies whenever necessary, ensuring that there are no setbacks and that our company remains a place where everyone can grow in a fair and equitable way.