



# On the road to Equality

Equality plan 2022–2023

February 7th, 2023





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# 1. Introduction

The main objective of this document is to serve as a guide to the nabla community, and as a possible inspiration to anyone who reach it.

On it, all the equality objectives will be collected, and thus the equality plan for each year defined, to help us keep working towards equality in our company, nabla wind hub.

This document will be each year updated with new equality goals, and the year's assessment regarding the objectives defined to date and the achievement rate of the same.

This document will be published publicly in the nabla wind hub website, internally shared in every on boarding process, and for everyone's review at the company's SharePoint.

This "On the road to equality" document has been created by nabla's Equality Committee and will be updated with the data collected from each defined process and is intended to evolve in the company's formal equality plan.



## 2. Nabla's Equality Committee

The Equality Committee of nabla wind hub is composed by:



**Lydia Arto**  
Life extension  
engineer



**Paola Salcedo**  
Digital  
Communications  
Manager



**Mikel Blanco**  
Lead Life  
extension  
engineer



**Alfonso San  
Emeterio**  
Head of  
Engineering



**Naiara Puentes**  
Business  
Development



**Carlo Durante**  
CEO

To build the company's Equality Committee to discuss and brainstorm the equality issues and actions to address, has been the **1st equality action taken this year (2021-2022)** to begin to work on our equality plan.

To date we have arranged **7 equality meetings and more than 16 hours** have been dedicated to work on giving structure to the first steps to be taken towards equality.

The idea of this Equality Committee is to be based on diversity, enrolling different level positions in the company, as well as different gender and nationalities.

Anyone interested in joining the Equality Committee, or the team meetings as just mere audience, is more than welcome. And any suggestion, comment, or feedback more than grateful (you can write us to any of our personal emails).



# 3. Nabla's Equality Targets



## OUR VISION

To reach equality in the workplace and become a role model company in the wind energy sector in these terms.



## OUR MISSION

To promote equal pay and equal opportunities, and create an inclusive and supportive workplace culture for everyone.

## EQUALITY TARGETS 2022-2023:

1. Assessment of the equality performance.
2. Identification and definition of corporate equality targets.
3. Build and work on equality good practices, actions and policies.
4. Internal communication and engagement.



# 4. Milestone 1: Hiring process

The strategy that has been carried out to begin establishing different equality objectives, has been the one of dividing the employee's "work-circle" in a company, beginning from the Recruitment and Selection process, and ending in the end of job/contract.



To date, we have worked in relation to the good practices that can be adopted in order to begin working towards equality addressing the hiring process.

The following are the recruitment and selection objectives defined by the equality committee to be worked on in order to obtain a procedural and gender-sensitive selection process.

These objectives should be taken into account by each of the people involved in a selection process of nabla wind hub, in order to continue working towards equality.



# 4. Milestone 1: Hiring process

COMMUNICATION	<p><b>OBJECTIVE 1:</b> This gender-sensitive process will be communicated both internally and externally on the web and SharePoint as part of the company's public equality plan.</p>
	<p><b>OBJECTIVE 2:</b> The gender-sensitive format of the selection process will be communicated to interviewees at all times of the process (from the job description to the interview process).</p>
	<p><b>OBJECTIVE 3:</b> Regarding the external communications (ex. Job offers in social media/web) emphasis will be placed on the female role, using more female worker pictures, highlighting our female employees, etc.</p>
INTERVIEWING AND DECISION MAKING	<p><b>OBJECTIVE 4:</b> Selection teams (interviewers) must be composed of at least 1 woman and 1 man.</p>
SELECTION	<p><b>OBJECTIVE 5:</b> At a point of having two candidates who fit perfectly for the offered position, the balance will go to that in minority.</p>
ONBOARDING	<p><b>OBJECTIVE 6:</b> This gender-sensitive process will be communicated along with the company's public equality plan to the new incorporation, and its public location will be shared for its consultation in the onboarding stage.</p>
FOLLOW-UP	<p><b>OBJECTIVE 7:</b> The follow-up of the achievement of objectives will be done by the completion of the selection process form.</p>
	<p>The results will be presented every six months to measure improvement and adapt processes. (+annual report).</p>





# the nextGEN wind solutions group

nabla wind hub

