



Gender Equality Plan 2022



Index



Introduction	3
Monitoring	4
Focus Areas	6
Action Plan	8

Glossary
CEO – Manager
LD – Department Leader
HR – Human Resources

Introduction



Gender Equality is one of the United Nations sustainable development objectives defined by the 2030 Agenda.

The concept of gender Equality translates in an equality of rights, freedoms and opportunities between genders, with the main objective of providing equal valorization, recognition e participation in all spheres of public and private life.

In accordance with article 13 of the Portuguese Republic

Constitution, gender Equality is a fundamental human right and a social justice condition for the development of society e constitutes a fundamental principal of the community rights of the 2nd Treaty of the European Community.

Matglow is currently developing a set of actions and initiatives in order to promote gender equality and guarantee the conditions for full and equal participation of

men and women in professional activity, free from gender stereotypes.

This document will present a comprehensive diagnosis on gender equality at Matglow, a retrospective of the measures implemented and underway so far, as well as the plan for 2022.

Monitoring



Employees by gender in 2022

Female representation in Matglow employees is 50%.



Liderança por género em 2022

Female representation in leadership positions at Matglow is 50%.



Focus Areas



A – Equal access to employment: recruitment and selection.

Promote a balanced representation of men and women in work teams:

- Ensure that criteria and procedures for the recruitment and selection of human resources consider the principle of equality and non-discrimination based on gender;
- Encourage the candidacy and selection of men and women in sectors where they are

- under-represented;
- Maintain information disaggregated by sex;

B – Performance evaluation and career progression.

Promote gender balance in decision-making and career development positions:

- Ensure a transparent and objective career development process;
- Implement processes that guarantee equal opportunity to promote career

- development;
- Adopt measures to achieve balanced participation in leadership and decision-making positions.

Focus Areas



C - Internal and external communication and information

Raise awareness of gender equality issues:

- Use inclusive language in internal communication;
- Adopt a responsible marketing and advertising policy that prevents the use of gender stereotypes and promotes diversity.

D - Work-Life Balance

Measures for reconciling professional, family and personal life and Protection in Parenthood. Provide and disseminate different forms of support to achieve an adequate work-life balance that ensures equal opportunity:

- Implement measures that promote the balanced participation of men and women in family life;
- Offer flexible work options and opportunities for

professional development considering the specific responsibilities of employees in family life;

- Disseminate the legal rights that provide protection in parenting as well as existing resources that assist in the articulation of professional and family life, including services and protocols with support services for dependents of workers.

Action Plan



Focus Area	Objective	Measures	Timeline	Indicators	Responsible
A Equal access to employment: recruitment and selection.	A1 Gender balance recommendations	Embed a commitment to equality and diversity in all policies and executions, encouraging leadership structures to promote diversity and equality in all recruitment processes.	2023	% female recruited % female in leadership	RH
B Performance evaluation and career progression	B1 Integration and career development	Promote career success of hired employees through mentoring actions	2023	Number of mentoring sessions	LD RH
	B2 Statistical Studies	Publish quantitative diversity information for the purpose of monitoring the status of equality and non-discrimination, producing gender-disaggregated recruitment and promotion data.	2023	Annual report	RH

Action Plan



Focus Area	Objective	Measures	Timeline	Indicators	Responsible
C Communication and information	C1 inclusive language	Promote inclusive communication, including the gender dimension in internal and external communication	2023	Memorandum publication date	All
D Work-life balance	D1 Dissemination of measures to encourage work-life balance	Publish a brochure to encourage men and women to share family life, propose and disseminate new support measures to facilitate work-life balance	2023	Brochure with measures to support work-life balance	LD RH
	D2 parental leave	Publicize the existence of measures to support parenting, to encourage men and women to balance family activities, and encourage the use of the right to leave	2023	% of men and women using this measure	RH



Intelligent products



Interactivity



Multi-materials



Durability



Functionality



Sustainability



MATGLOW