
BRIEFING NOTE

'Best in Class' in 13 categories

Iberdrola, the only Spanish energy company included in the '2018 Bloomberg Gender-Equality Index'

- The company has thus been recognised for its commitment to equal opportunities and for making progress towards fulfilling the UN's Sustainable Development Goal number 5: gender equality

Iberdrola has been included in the '2018 Bloomberg Gender-Equality Index (GEI)' drawn up by Bloomberg. In this first edition, the company is the only Spanish energy company present in this report, which seeks to recognise those companies that have assumed a firm and solid commitment to gender equality.

The GEI includes 104 companies from 24 countries and 10 business sectors with a stock market capitalisation of at least 1 billion dollars, which have securities listed on the US market. The questionnaire is divided into four sectors - internal gender statistics, company policies, participation in and commitment to the community and the product offer - and it was compiled with the help of external experts: Catalyst, Women's World Banking, Working Mother Media, National Women's Law Center and National Partnership for Women & Families.

The aim of this report is to provide managers and investors with more information with which to compare companies' gender equality performance. It is therefore intended to respond to market trends, which increasingly require data on environmental, social and corporate governance practices to assess the reputation, value and behaviour of companies.

The GEI drawn up by Bloomberg analyses the presence of women in the companies selected for the index: the Boards of Directors of these companies have, on average, a 26.2% female representation, while between 2014 and 2016 the number of women executives increased by 33.5%.



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Iberdrola has bettered these percentages, as the company has five women on its Board of Directors, out of a total of 14 members, which gives a percentage of 35.7%. Furthermore, the percentage of women in the company has grown by 50% in just over a decade and in the last two financial years alone the number of women members has multiplied by five.

This commitment by the group to gender equality has earned it the "Best in Class" qualification in 13 sections of the GEI:

- Women on the Board of Directors.
- Increase in the percentage of women in relation to the percentage business volume.
- Wage gap.
- Minimum period paid for maternity leave.
- Work re-insertion programme.
- Hours.
- Percentage of women in development programmes.
- Female recruitment strategy.
- Funding of education programmes for women.
- Funding of health programmes for women
- Pressure groups promoting gender equality.
- Donations to gender equality organisations.
- Products.

Women at Iberdrola

As stated in its Balance Between Private Life and Work Policy, which has been approved by the board of directors, Iberdrola considers equality between men and women to be one of the company's basic values.

The company seeks to promote equality of opportunity in all the countries it does business in. The group is carrying out various activities in the United Kingdom and the United States to increase the female presence in the energy and technology sectors. This is the case, for example, with Women in Renewable Energy Scotland.

Also at forums like the European Roundtable of Industrialists, which brings together the 50 biggest industrial companies in Europe, Iberdrola is behind various actions to increase the number of women in leadership positions in companies and in their governing bodies.



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Iberdrola also has a firm commitment to balancing personal and work life. In 2007 the company became the first on the Ibex 35 index to implement the continuous working day all year round.

The company also has a *Handbook of Work-life Balance Policies* listing over 70 practices. Some of the main ones are:

- Flexible reduction of work day to five hours per day until the employee's children reach the age of 1 year, without this affecting the worker's fixed basic salary.
- 100% salary paid during maternity/paternity leave.
- One fortnight paid leave before the expected date of childbirth.
- The possibility to shorten working hours by an additional 45 minutes due to breastfeeding.
- The possibility of keeping a job for four years in case of leave of absence to look after children or a relative up to the second-degree, with the possibility of completing professional training.
- A survey is conducted to find out how well-known the aforementioned work-life balance measures are and the degree of satisfaction with them.
- Setting up of a committee for equality of work-life balance measures and equality of opportunity.
- Training Plan, including an *on-line* course on work-life balance and specific training for managers.

Iberdrola is thus contributing to the fulfilment of the UN's 2030 Agenda Sustainable Development Goals (SDG), which it has integrated into its strategy. Although it is focused on goals 7 and 13 -affordable and clean energy and climate action-, this type of practices allows it to also make progress towards number 5: gender equality.

