
BRIEFING NOTE

In today's symposium, academics, athletes and business representatives discussed 'Commitment to equality'

Iberdrola and the Complutense University of Madrid analysed the role of women in public life, business and elite sport

- The event was inaugurated by the Constitutional Law professor and director, Manuel Aragón; Iberdrola's Director of Compliance, María Dolores Herrera; the general deputy director of Women and Sports of the CSD, Susana Pérez-Amor; and the dean of the Faculty of Law of the UCM, Ricardo Alonso

This morning, Iberdrola and the Complutense University of Madrid (UCM) held the *Commitment to equality* symposium in which academics, athletes and business leaders analysed the role of women in the areas of public life, business and elite sport with the aim of delving into the measures needed to achieve gender equality.

The event, which was held at Madrid's Real Academia de Bellas Artes de San Fernando, was inaugurated by the Constitutional Law professor, magistrate emeritus of the Constitutional Court and its director, Manuel Aragón; Iberdrola's Director of Compliance, María Dolores Herrera; the general deputy director of Women and Sports of the Superior Council of Sports (CSD in its Spanish acronym), Susana Pérez-Amor; and the dean of the Faculty of Law of the UCM, Ricardo Alonso.

Olympic water polo medallist Jennifer Pareja, world karate champion Sandra Sanchez and sports journalist Gemma Herrero took part in the first round table, in which the role of women in sport was examined. These speakers spoke about the extra effort women have to make to have a sports career, as well as about their social image, equality among athletes and the



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non-discrimination for reasons of sex and age that should prevail in sporting activity.

The second panel analysed the participation of women in public life, and the employment and business worlds. In this round table, in which the professor of Administrative Law of the University of Castilla-La Mancha, Carmen Plaza, and the professor of Employment Law of the UCM, Nuria García took part, investigated the reconciliation of work and personal life, which affects men and women, from the point of view of employment law.

To focus this issue in the field of private enterprise, Iberdrola's Director of European Affairs, Eva Chamizo, detailed the role of women in the company. The group has maintained a firm commitment to reconciliation since 2007, when it became the first Ibex 35 company to implement the continuous work day throughout the year. This initiative is in addition to 70 other measures included in the *Equal Opportunities and Reconciliation Policy*, approved by the company's Board of Directors.

At the close of the session, the Vice Chancellor of Institutional Relations of the Complutense University of Madrid, Isabel Fernández, and the senior advisor of the Iberdrola Presidency, Luis Gómez, also took part.

Iberdrola's support for women

Within the framework of this commitment to gender equality and the empowerment of women, Iberdrola has also become the main driver of the CSD *Women's Universe* programme, which seeks to promote and foster women's sport with the ultimate goal of making it an instrument for acknowledging the important role of women in sports, in particular, and in society in general.

This event was also held within the framework of Iberdrola's commitment to the Sustainable Development Goals (SDG) of the UN agenda for 2030. The company has incorporated compliance with the SDGs into its strategy and focuses, fundamentally, on two of them: affordable and non-polluting energy (objective 7) and climate action (objective 13). It also contributes to achieving



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other objectives: gender equality (objective 5), health and well-being (objective 3), and promotion of alliances (objective 17).

