



To,

Whom It May Concern

Madrid, October 7th, 2024

Subject: Validation of the EDGE Certification Standards and Assessment Methodology

Spain developed and published three recent Royal Decree Laws (6/2019, 901/2020 and 902/2020), as well as Law 04/2023 to regulate equal treatment and opportunities between women and men in the workplace, to regulate gender equality plans and their recording in a public register, to enforce equal pay between women and men, and to manage equality of transgender people and to guarantee the rights of LGBTI people. The Labour and Social Security Inspectorate (LSSI) in Spain is responsible for monitoring the implementation of equality regulation in companies in Spain.

Royal Decree-Law 6/2019, sets out measures to guarantee equal treatment and opportunities between women and men in employment and occupation, notably concerning parental leave and flexible working opportunities.

Royal Decree 901/2020 establishes a framework for companies to implement equality plans with clear objectives and specific measures to guarantee equal treatment and opportunities between women and men in the company.

Royal Decree 902/2020 on equal pay between women and men establishes specific measures to guarantee equal remuneration for work of equal value, developing the principles of salary transparency and equal remuneration for work of equal value.

Law 04/2023 (Articles 14 and 15) focuses on broader employer obligations in the area of equality, namely in terms of ensuring effective equality of transgender people, and to guarantee the rights of LGBTI people.

The EDGE Certification Standards and Assessment Methodology offer a holistic framework against which organizations can measure where they stand in terms of Diversity, Equity, and Inclusion in the workplace. The framework consists of requirements and specifications against which conformance is audited by an independent third-party leading to EDGE and EDGEplus Certification.

SGS is an accredited Certification Body, approved and trained to audit and certify organizations against the EDGE Certification Standards. SGS Italia acts as the EDGE Certification System manager and coordinator for SGS globally.

The EDGE Standards serve as a framework for organizing and analyzing gender and intersectional equity-related data and information in a systematic manner. This involves grouping, combining, and logically assessing factors and variables to measure gender and intersectional equity within a client organization. The EDGE Standards and the Certification System are built on four pillars that define success in gender and intersectional equity:

- Representation at all levels of the organization.
- Pay equity.
- Effectiveness of policies and practices to ensure equitable career flows in terms of equal pay for equivalent work, recruitment and promotion, leadership development training and mentoring, flexible working, and organizational culture.
- Inclusiveness of the culture, as reflected in employees' ratings in terms of career development opportunities.



On behalf of SGS Italia, I am happy to herewith confirm that the EDGE Certification Standards and Assessment Methodology is a relevant methodology for organizations to use to support compliance with the Royal Decree Laws (6/2019, 901/2020 and 902/2020) and Law 04/2023 in Spain.

A handwritten signature in black ink, appearing to read 'Nicolò Cristoni'.

Nicolò Cristoni
Business Assurance
ESG Manager