GENDER DIVERSITY ACTION PLAN

Reducing the Gender Gap in the workplace

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GLOBAL GENDER GAP

• While women represented 39% of world employment, only 27% of managerial positions in the world were occupied by women in 2018.

• According to the World Economic Forum there is still a 32% average gender gap that remains to be closed. This includes dimensions like economy, health and politics.

• Currently only 23.66% of women representation in Board of Directors in the IBEX35

• At this pace it will take more than 100 years to close the gender gap.

Source: WEF Gender Gap Report, UN SDG, EJE&CON Buenas prácticas para gestión del talento y mejora de la competitividad de la empresa
**OUR FIGURES**

- Equality Plan
- Policy against Sexual Harassment
- Worklife Balance measures

**Bloomberg Gender Equality Index 2020**

**Best in Class for Labour Practice Indicators**

**#47 Equileap Ranking for Gender Equality in the workplace**

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**PRESENCE**

- Women in Top Management positions: 42.5%
- Women in NHHG workforce: 47%

**GENDER GAP**

- Internal analysis shows good levels of representation, however there is still a gender gap
- Pay gap in Top Management positions due to lack of presence of women: 26%
- Global NHHG pay gap: 10%
To build a diverse workforce and a culture of inclusion we have identified and promote three main pillars that gather different actions to help companies advance towards gender equality.

- Corporate Governance
- Inclusive Culture
- Female Leadership
CORPORATE GOVERNANCE

GOAL
Engage Board of Directors to comply with targets and increase accountability within the Company.

ACTION STEPS
Link an economic incentive to each target and identify an “owner” that will supervise and manage the process until it’s reached.

The creation of an Advisory Council (or Diversity Board) to overlook and promote diversity and inclusión initiatives.

TARGETS
• Diversity Sponsor. 
• Diversity and Inclusion Policy. 
• Create an Advisory Council/ Diversity Board to monitor Diversity initiatives per semester. 
• Include Diversity in senior management’s speech. 
• Become signatory of the UN Women Empowerment Principles.
INCLUSIVE CULTURE

GOAL
Consolidate NHHG as an inclusive and diverse company in all of its activity. As well as improve talent attraction and retention strategy.

ACTION STEPS
Increase awareness on the gender gap present in our business and reduce it through trainings and internal communication.

Teams will be analysed and diversity goals will be designed. Managers will be reviewed based on achievement.

TARGETS
• Gender balanced teams.
• Unconscious bias training for members that manage people.
• Unconscious bias “pills of knowledge” to all staff.
• Set Diversity goals to all Managers in anual performance review.
• Being inclusive in all forms of communication – internal and external.
FEMALE LEADERSHIP

GOAL
Increase the presence of women in positions of higher responsibility and encouraging the drive for their professional development in order to reduce the gender pay gap.

ACTION STEPS
Women identified as Talent will attend a Leadership program to develop skills. A mentor will be assigned to build and follow a career path.

Equal opportunities will be ensured through a 50-50 candidate list for recruitment. The recruiting panel will have at least one member of each gender.

Employee reunions will be encouraged for networking, share experiences, knowledge and support.

TARGETS
• 30% women in Board of Directors.
• 50% female Hotel Directors.
• 50-50 candidate list for recruitment.
• Employee group reunions open for women and men.
CLOSING THE GENDER GAP

The gender gap in NH Hotel Group is mainly explained by the lack of women in high level positions, therefore we have identified best practices that are aimed to increase employee awareness and strengthen company values.

Furthermore, with these actions women could have support to develop leadership skills and knowledge to grow in their professional career.

**Corporate Governance**
- Accountability
- Promotion of diversity targets

**Inclusive Culture**
- Awareness
- Talent attraction & retention

**Female Leadership**
- Carreer development
- Representation
Thanks!