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# Gender Equality Plan 2025



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

# Introduction



Gender equality is one of the sustainable development goals defined by the United Nations 2030 Agenda.

The concept of gender equality translates into equal rights, freedoms and opportunities between the sexes, with the aim of providing equal value, recognition and participation in all spheres of public and private life.

In accordance with Article 13 of the Constitution of the

Portuguese Republic, gender equality is an essential human right and a condition of social justice for the development of society and constitutes a fundamental principle of Community law as set out in Article 2 of the Treaty on European Community.

Matglow is currently developing a series of actions and initiatives to promote gender equality and guarantee the conditions for the

full and equal participation of men and women in professional activity, free from gender stereotypes.

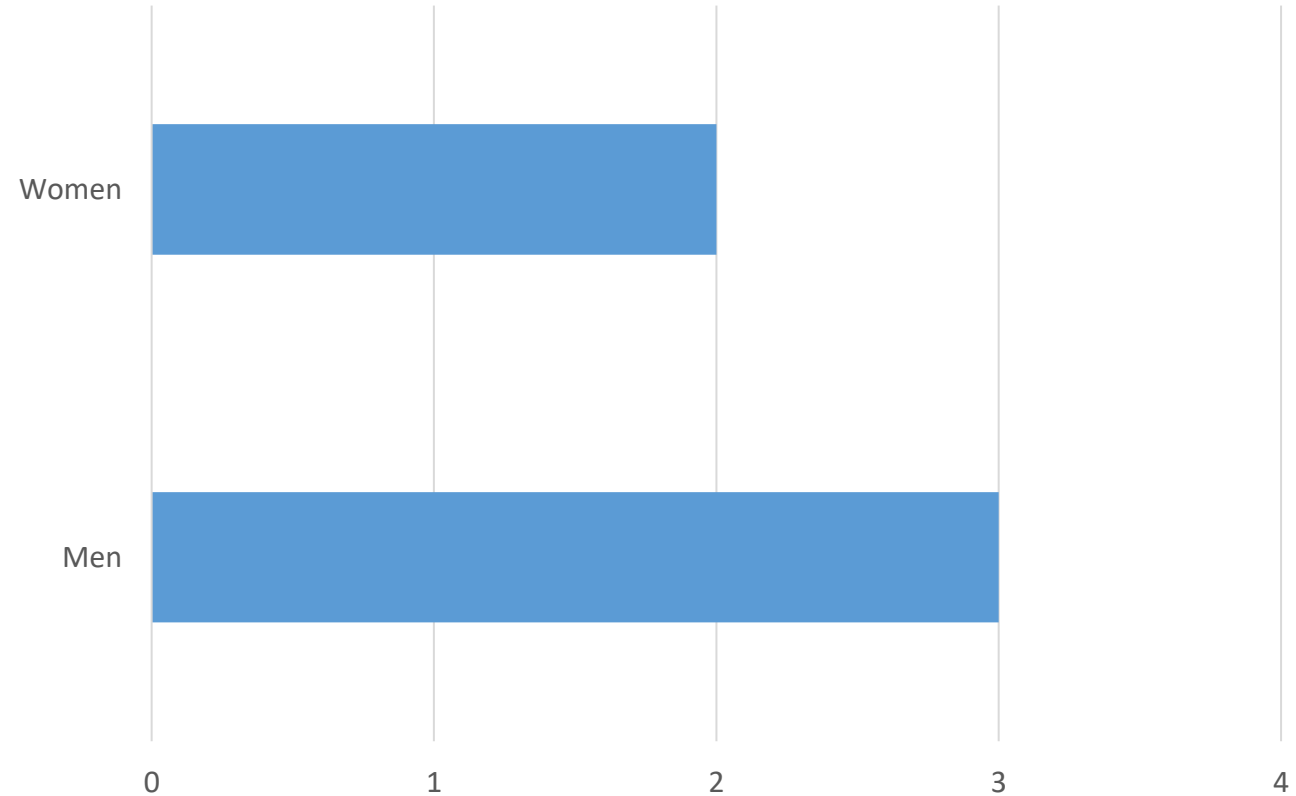
This document will present a comprehensive diagnosis of gender equality at Matglow, a retrospective of the measures implemented so far and in progress, as well as the plan for 2025.

# Diagnosis



## Employees by gender in 2025

Female representation among Matglow employees is 40%.



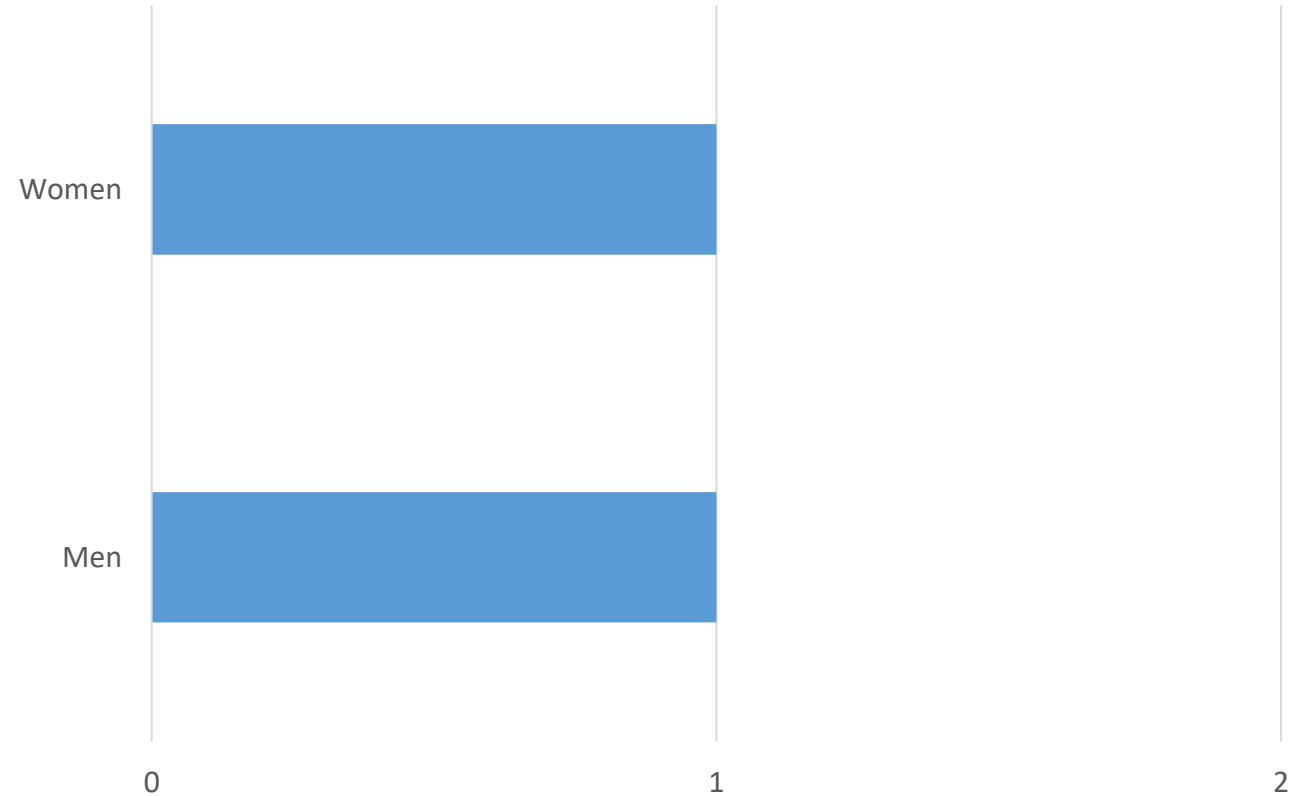


# Diagnosis



## Leadership by gender in 2025

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 recruitment and selection of human resources take into account the principle of equality and non-discrimination based on gender;
- Encourage the application and selection of men and women in sectors where they are

under-represented;

- Keep 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 for promotion and 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.

Prohibition of questions about salary history during recruitment

Right of employees to access comparative data by gender

## **D – Work-Life Balance**

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

- Implement measures that promote the balanced participation of men and women

- in family life;
- Offer flexible work options and professional development opportunities taking into account employees' specific responsibilities in family life;
- Publicise the legal rights that offer protection in parenthood as well as existing resources that help articulate work and family life, including services and protocols with support services for workers' dependents.

# Action Plan



Focus Areas	Objective	Measures	Timetable	Indicators	Responsible
<b>A</b> <b>Equal access to employment: recruitment and selection.</b>	A1 Gender balance recommendations	Embed the commitment to equality and diversity in all policies and executions, encouraging leadership structures to promote diversity and equality in all recruitment processes.	2026	% women recruited % women in leadership	RH
	B1 Integration and career development	Promote the career success of contracted employees through mentoring actions	2026	No. of mentoring sessions	LD RH
	B2 Statistical Studies	Publish quantitative diversity information in order to monitor the state of equality and non-discrimination, producing gender-disaggregated recruitment and promotion data.	2026	Annual report	RH



# Action Plan



Área de Foco	Objetivo	Medidas	Calendarização	Indicadores	Responsáveis
<b>C</b> <b>Communication and information</b>	C1 Inclusive language	Promote inclusive communication, including the gender dimension in internal and external communication	2026	Date of publication of the memorandum	All
<b>D</b> <b>Balanço Trabalho-Vida</b>	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	2026	Brochure with measures to support the work-life balance	RH
	D2 Parental leave	Publicise the existence of parenting support measures, to encourage men and women to balance family activities, and encourage the use of leave entitlements.	2026	% of men and women using this measure	RH



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