



TOMAZ DO DOURO

Plan for Gender equality

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Framework

Equality between men and women constitutes a principle of citizenship enshrined in the 1948 United Nations Charter and is also inscribed in several conventions of the International Labor Organization and in the founding legislation of the European Union (since the 1957 Treaty of Rome).

The Constitution of the Portuguese Republic (CRP) enshrines, in its article 13, the principle of equality as a structuring element of the Democratic and Social Rule of Law. The aforementioned principle establishes that all citizens have the same social dignity and are equal before the law and that no one can be privileged, benefited, harmed, deprived of any right or exempt from any duty due to ancestry, sex, race, language, territory of origin, religion, political or ideological convictions, education, economic situation, social condition or social orientation.

Paragraph h) of article 9 of the CRP states that it is the State's responsibility to promote equality between men and women.

In this Constitutional framework, on May 21, 2018, Resolution of the Council of Ministers (RCM) no. 61/2018 was published in the 1st Series of the Diário da República, which states that the XXI Government of the Republic has prioritized the intervention in terms of the labor market and education, prevention and combat against domestic and gender-based violence, and combating discrimination based on sex, sexual orientation, gender identity and expression, and sexual characteristics, with the National Strategy for Equality and Non-Discrimination – Portugal + Equal (ENIND), aligned temporally and substantively with the 2030 Agenda for Sustainable Development.

When preparing the plan, the Horizon Europe program (fundamental EU program for funding research and innovation) was also taken into account, which, in the context of the European Commission's Gender Equality Strategy 2020-25, incorporated gender issues in the implementation of projects through the introduction of the Gender Equality Plan, which is included in Priority 4 of the European Research Area (ERA Priority 4).

Therefore, in compliance:

- In accordance with the provisions of article 7 of Law no. 62/2017, of 1 August, which approved the regime of balanced representation between women and men in the management and supervisory bodies of entities in the public business sector and listed companies on a stock exchange applicable to the local business sector, in accordance with paragraph 1 of article 2 of the aforementioned Law;
- The provisions of RCM no. 61/2018, of May 21st;
- As provided for in Normative Order no. 18/2019, of June 21;
- The guidelines contained in the guide for the Implementation of Equality Plans in CIG Companies (Commission for Citizenship and Gender Equality)

And,

- the recommendations of the guide for the Preparation of Plans for Equality (annual) by CITE (Commission for Equality in Labor and Employment),

the company Tomaz do Douro – Empreendimentos Turísticos, Lda, prepares and publicizes this Plan for Gender Equality.

and,

In the first phase, a self-diagnosis was carried out to identify the company's position in the field of gender equality in terms of current legislation and good practices in terms of equality between men and women, having identified the needs for action. Furthermore, an internal analysis was carried out regarding the characterization of the labor universe, based on indicators for equality.

Once this assessment was completed and analyzed, the Equality Plan was drawn up with the aim of improving good practices in the field of gender equality in Tomaz do Douro.

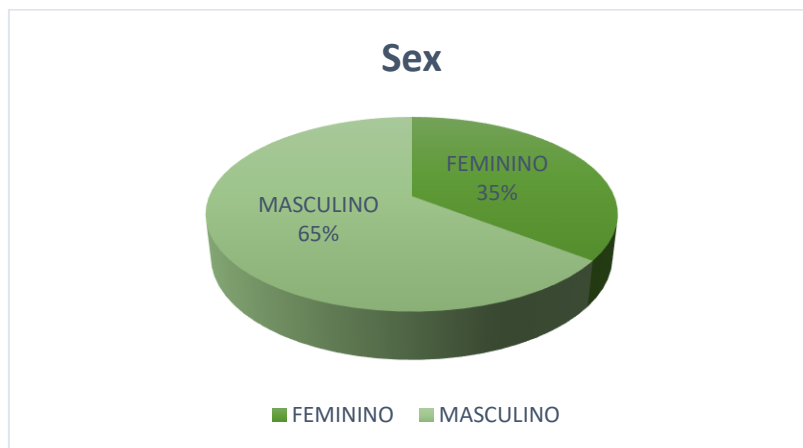
Three key pillars stand out for implementing the Equality Plan, namely Strategic Planning, Human Resources Management and Communication. Thus, concrete and measurable objectives are developed in order to implement measures and strategies in the following areas/dimensions:

- Organizational culture and work-life balance;
- Gender Equality in leadership and management positions;
- Equal access to employment, recruitment and career progression;
- Equality in working conditions;
- Measures against gender-based violence, including harassment;
- Protection in parenting.

We also add that Tomaz do Douro has a Company Agreement in force with Fesmar - Federation of Maritime Workers Unions.

Characterization of the Company's Workers

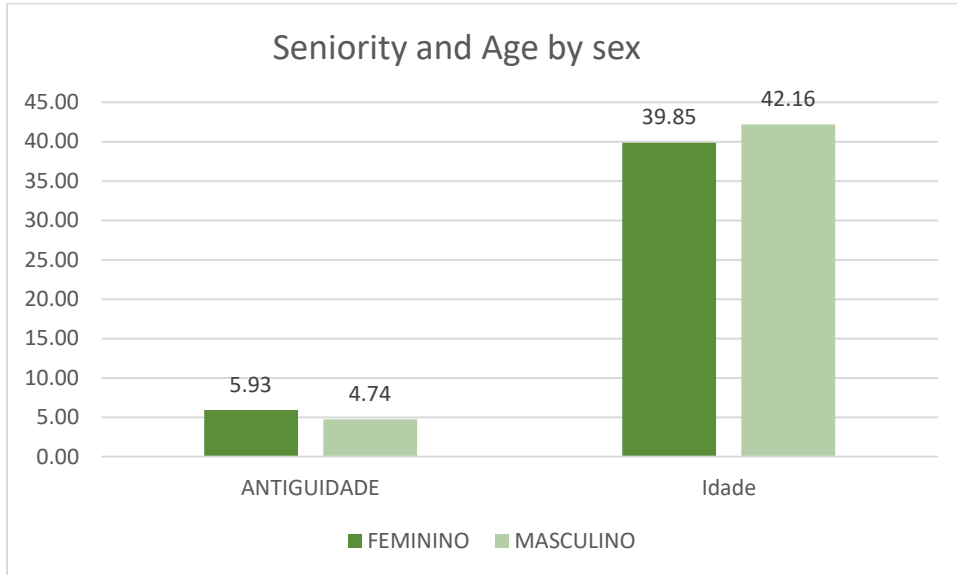
Tomaz do Douro has a workforce of 77 workers, 35% of whom are women and the remaining 65% are men (graph 1).



Graph 1 – Representation of employees by gender. REF. MAY 2023

It should be noted that the area in which we operate the majority of human capital is male, as it involves the performance of functions for which women traditionally do not compete and, for this reason, the recruitment of women, especially in the operational area, is practically impossible.

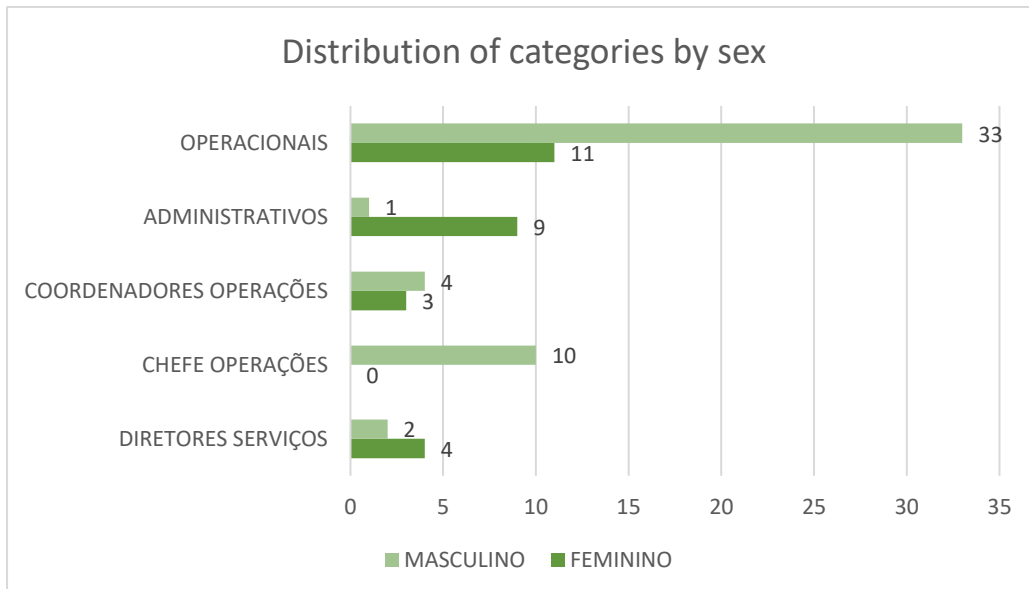
The average age of the company's male and female employees is around 42 years old and the average length of service at the company is approximately 5 years, distributed by gender as follows (graph 2):



Graph 2 – Average Age and Average Seniority in Tomaz do Douro by sex (years). REF. MAY 2023

With regard to leadership, coordination and management positions, 66.6% are held by women and the remaining 33.3% are held by men.

The gender distribution of workers in the different categories can be seen in graph 3:



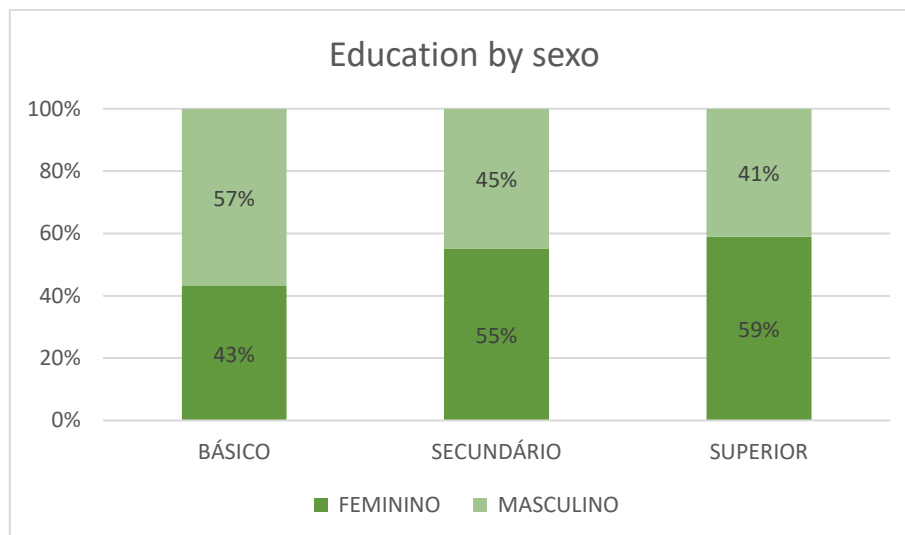
Graph 3 - Distribution by Categories by gender. REF. MAY 2023

In terms of salaries, we carried out 2 analyses: one with just the gross salary and the other with the gross salary and the supplements that are regular in this activity. In the month in question (May 2023) we found that the average value of the base salary is higher for women, when it comes to gross salary the difference is around €140, explainable by the fact that there are a higher number of women with the category Administrative and Management categories, while the Operational category has the largest number of male workers. However, when we analyze the gross salary with supplements, the salary difference is much more residual, just over €20, given that male workers work mainly as Operations and it is in this category that these supplements are paid.

Of the existing salary differences, we can inform that in the Administrative category (around €500) it can be explained because the majority are female employees and the only male employee is new to the company and receives the base salary. The difference in the Operational category (around €300) is mainly due to the fact that in this area the employees are mostly male and the minority of existing women do not have as much specialization, such as driving engines or operating equipment. and specific machines. It is also important to point out that the difference between Operational Coordinators (around €100) can be explained by the career progression in which the 3 existing women were hired more recently and, as such, are still in the base bracket of the company's remuneration table. In the case of Heads of Operations, we only have male employees as they are the ones who drive the boats and in this area it is very difficult to find a female member who can perform the same role. Regarding service directors, in this case directors I and II are indicated, who earn different amounts according to the company's remuneration table.

Overall, if we analyze salaries with supplements for the month of May 2023, the average salary of women (€1,514.94) was higher than that of men (€1,489.36).

In Graph 4 it is noticeable that there is a clear difference in the level of education between men and women. While 57% of men in the company have a basic education degree, 59% of women have higher education and even with secondary education we have 55% of women (mostly in the administrative area). This difference is explained by the significant number of men who perform operational roles, while the majority of women perform technical and specialized level roles.



Graph 4 – Distribution of education levels by sex. REF. MAY 2023.

Planning and Implementation of the Gender Equality Plan

For the implementation of the Gender Equality Plan and, with the aim of ensuring effective equality of treatment and opportunities between women and men, promoting the elimination of discrimination based on sex and encouraging reconciliation between personal, family and professional life, policies are being developed for approval and internal procedures and mechanisms are being implemented to implement them.

In order to guarantee the implementation of the equality plan, the following action strategies were defined:

1) Communication of the document:

- a) Action to explain the plan with employees;
- b) Actively publicize the plan in order to guarantee external and internal monitoring of its implementation;
- c) Have clear objectives and detailed actions and measures to achieve them;

2) Dedicated Resources:

- a) Formalization of a work team, with adequate experience/training for monitoring and implementing the plan, coming from different organic units that, together, can develop the proposed measures (IG Committee);

3) Monitoring Report:

- a) Definition of relevant indicators for monitoring the plan;
- b) Collection and analysis of crucial data for the continuous evaluation of the process;

4) Training/Awareness Raising Actions

- a) Promotion of activities that reach the entire universe of the organization;
- b) Develop awareness-raising actions, adapted to different audiences within the company, on the various themes of gender equality and prevention of discrimination;
- c) Collection and maintenance of process evidence.

Measure planning generally encompasses six dimensions of action:

- 1) Company Strategy, Mission and Values;
- 2) Equal access to employment;
- 3) Equality in Working Conditions;
- 4) Parenting Protection;
- 5) Reconciliation of Professional Life with Family and Personal Life;
- 6) Prevention of Harassment at Work.

For the successful implementation of the Plan, its approval and the commitment of the Tomaz do Douro Management in its implementation, ensuring the necessary internal resources and budgetary funds, are crucial.

Assessment and monitoring of the Equality Plan

A periodic monitoring and evaluation plan must be drawn up, for reflection and reinforcement of measures, over time, and for more effective and positive results.

Consequently, a biannual analysis of the objectives and planned measures is proposed, in the different areas of intervention, so that an assessment of their implementation can be carried out, in order to identify opportunities for improvement and make necessary updates or changes to the good execution of the plan and, if necessary, submit updates or changes for approval by the Tomaz do Douro Management.

This evaluation and monitoring must be ensured by the CIG Committee (Commission for Gender Equality) organic bodies with responsibility for implementing the plan's tasks, whose responsibilities include:

- Ensure and monitor the implementation of initiatives, continuous improvement plans and diversity measures;
- Set up work teams or refer the implementation of measures to the appropriate organic structures and define the respective deadlines;
- Ensure the dissemination of the various initiatives, continuous improvement plans and diversity measures;
- Monitor the impacts of the diversity policy through the analysis of specific indicators.

The implementation of equality policies is a lengthy process, which only takes effect when it becomes routine within the company.

The results should be evaluated annually: what objectives were achieved, what were the results of the work carried out, what conclusions can be drawn from the positive and negative results, how to ensure the sustainability of the positive results achieved, how it is reflected in operational costs/gains, what are the improvements or reformulations to be implemented in the following year.

This analysis of results should be disseminated throughout the organization, and it is advantageous to find ways to celebrate the successes achieved by the policies developed.

Tomaz do Douro

Plan for Gender Equality