



Internal Gender Equality Plan

1. Introduction and general principles

The Futurist Alliance assumes as an inalienable principle the effective equality of women and men, non-discrimination on the grounds of sex or gender, and the active promotion of a safe, fair political environment free of structural inequalities.

This Internal Gender Equality Plan is prepared in accordance with the provisions of Article 9 bis of the Statutes of Alianza Futurista and in compliance with Organic Law 6/2002, as amended by Organic Law 2/2024, which requires political parties to have an equality plan that includes measures, objectives, strategies and a monitoring and evaluation system.

The Plan is mandatory for all members, officials, activists, persons appointed or linked to the party in any capacity.

2. Scope of application

The Equality Plan is applicable in:

- The internal structure of the party.
- The selection processes for organic positions and territorial managers.
- The preparation of electoral candidacies.
- The internal life of the party, including meetings, campaigns, public events, and training activities.
- The party's internal and external communication.
- The functioning of the governing bodies and the Ethics Council.

3. Situation diagnosis (conceptual framework)

Although Alianza Futurista is a relatively young organization and shows no evidence of structural discrimination, regulations require a basic situational analysis. In the absence of extensive historical data, the initial assessment is based on:

- The approximate proportion of women and men in the membership.
- The presence of women in decision-making bodies.
- Active participation in campaigns and assemblies.
- Representation on electoral lists.
- The subjective perception of the activists regarding equality, security, and treatment.

- The existence or absence of mechanisms to prevent, detect or correct inequalities.

Objective of the diagnosis

The objective of the diagnosis is to establish a baseline that allows for measuring annual progress.

The first annual review of the Plan will incorporate a more comprehensive diagnosis through:

- Voluntary and anonymous collection of aggregated data on participation by sex and gender in the various bodies and activities.
- An annual internal survey on equality and organizational climate.
- A report from the Ethics Council on possible incidents related to discrimination or inequality.
- An analysis of the presence of women in internal bodies and on electoral lists.

4. General Objectives of the Plan

The general objectives of the Alianza Futurista *Internal Gender Equality Plan* are:

- 1) Guarantee real equality of treatment and opportunities in access to internal positions, candidacies and political responsibilities within the party.
- 2) Ensure the balanced participation of women and men in all party bodies and teams.
- 3) Prevent any form of direct or indirect discrimination based on sex or gender.
- 4) To promote an internal culture based on respect, co-responsibility, equality and absolute rejection of sexist violence.
- 5) Identify and eliminate structural barriers or perceptions that limit women's political participation.
- 6) Integrate gender equality into all internal party policies (training, communication, campaigns, speeches, internal electoral processes, etc.).

5. Specific objectives

The specific objectives of the Plan include:

- 1) Ensure that all party collegiate bodies maintain a proportionate composition between women and men, whenever possible.
- 2) Promote that at least 40% of the people in governing bodies and electoral lists are women, moving towards equal representation.
- 3) Implement mandatory internal training for organic positions on equality, prevention of gender violence and harassment.
- 4) Strengthen protection mechanisms against discrimination, harassment or sexist attitudes within the party.
- 5) Guarantee confidentiality, protection and absence of retaliation for any complaint related to inequality, discrimination or gender-based violence.

6. Measures of the Equality Plan

The Plan's measures are organized into five strategic areas: balanced representation, training and awareness, conditions for participation and reconciliation, communication, and prevention and action against discrimination.

Area 1: Balanced representation and leadership

1) Promote a balanced composition in:

- Executive Committee.
- Ethics Council.
- Working groups.
- Territorial delegations.
- Campaign teams.

2) Promote that electoral candidacies respect, whenever possible and compatible with electoral legislation, principles of alternation between women and men ("zipper" systems or other mechanisms that favor balance).

3) Facilitate the incorporation of women into leadership roles by:

- Internal mentoring programs.
- Identifying female profiles with leadership potential.
- Active invitation to participate in decision-making and representation spaces.

Area 2: Training and awareness

1) Implement mandatory training, at least once, for organizational positions in the following areas:

- Effective equality between women and men.
- Prevention of gender-based violence and sexual harassment and harassment based on sex.
- Equal representation.

2) To offer optional and accessible training to the membership in general, using telematic means, on gender equality, political participation and prevention of violence.

3) Develop and disseminate short internal guides with good practices on equality, coexistence and respect.

Area 3: Conditions for participation and conciliation

1) Promote meeting times and formats that facilitate the reconciliation of work, personal, family and political life, systematically avoiding times that de facto exclude people with care responsibilities.

2) Promote online participation (video conferences, online voting when the Statutes allow it) to facilitate the presence of people who, due to care or scheduling reasons, cannot attend physically.

3) Ensure that relevant communication (notices, minutes, important decisions) is carried out with sufficient advance notice to allow for planning and informed participation.

Area 4: Internal and external communication

1) Review creatives, posters, videos and other materials to avoid the reproduction of sexist stereotypes or the invisibility of women.

2) Ensure that the representation of spokespeople, in events, press conferences and audiovisual materials, is balanced, giving visibility to both women and men according to their responsibilities and skills.

Area 5: Prevention and action against discrimination

1) Periodically communicate to all members, and especially new members, the existence and basic content of the *Internal Gender Equality Plan* and the *Protocol for action against gender violence*, as well as the confidential channels to raise doubts, complaints or reports.

2) Ensure that any complaint related to inequality, discrimination based on sex or gender, or gender-based violence, will be treated with:

- Confidentiality.
- Protection of the whistleblower.
- Impartiality and respect for due process.
- Application, where appropriate, of the disciplinary regime provided for in the Statutes.

3) Coordinate the *Internal Gender Equality Plan* with the *Protocol for action against gender violence*, so that there are clear and complementary procedures, without overlaps or gaps in protection.

7. Monitoring of the Internal Gender Equality Plan

Monitoring the *Internal Gender Equality Plan* is the responsibility of the Ethics Council, which assesses compliance with the statutory framework and the rights of affiliated individuals.

At least once a year a monitoring report will be prepared which will include:

- Data on participation by sex in internal bodies, activities and candidacies, to the extent that it is possible to collect them in an aggregated manner and in accordance with data protection regulations.
- An analysis of the degree of compliance with the objectives and measures of the Plan.

- A summary of incidents, complaints or reports related to equality (without personally identifiable data).
- Proposals for updating or improving the Plan and internal procedures.

This report will be submitted to the Executive Committee and, where appropriate, to the General Assembly, and will serve as the basis for the periodic review of the Plan.

8. Review and validity

The *Internal Gender Equality Plan* will remain in effect indefinitely until it is modified or replaced by another plan approved by the General Assembly.

The Plan will be reviewed:

- When deemed appropriate, based on the follow-up report.
- In exceptional circumstances, when significant changes occur in the applicable regulations, in the party structure or in the internal reality that so advise.
- At the initiative of the General Assembly, the Executive Committee or the Ethics Council, when a sufficient majority so agrees.

Any substantial modification of the *Internal Gender Equality Plan* must be approved by the General Assembly, following the reform procedures provided for in the Statutes of Alianza Futurista.