

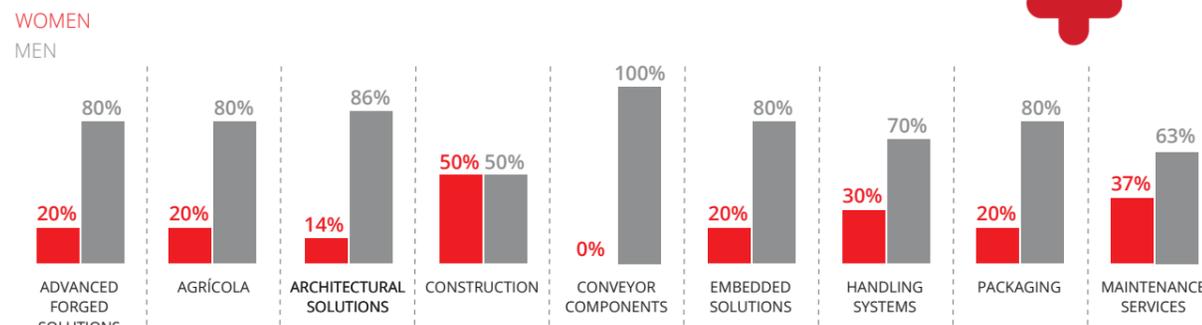
WOMEN ON THE ULMA GOVERNING COUNCILS (II)

In April's Begira we produced a first report on the presence of women in ULMA's corporate bodies. Now, at the end of the year, we wish to continue that investigation. As we commented back in April, the ULMA Group's activity has always been technical and industrial, which has meant that the representation of women has generally been lower. Even so, from the 1980s, many women have been involved in the Governing Councils of our Cooperatives. In this report we bring together the testimonies of two more women who have been active in this area.

To date only 20% of ULMA's staff are female. Most of the Businesses have historically been managed by men, but women are playing an increasingly prominent role. Likewise, on the representative bodies specifically, the Governing Councils, female membership is increasingly reflective of their **general representation in the Group (80% men, 20% women).** As Cooperatives we are a reflection of society and, therefore, to change some of our fundamental issues, we have a long way to go, but the first foundations have already been laid. **The ULMA Group seeks genuine gender equality, which requires a culture change and a paradigm shift.**

CURRENT MEMBERSHIP OF THE GOVERNING COUNCILS OF THE ULMA BUSINESSES

* Note: Data updated to June 2021. The technical administration departments are not included in these figures.



JONE MIREN ARANBURU

ULMA PACKAGING
Member of the Governing Council and Vice-chair since 2009



OLATZ ARREGI

ULMA MAINTENANCE SERVICES
Member of the Governing Council and Vice-chair since 2009

How do you see the situation of women in the Governing Councils of our Cooperatives?

Before becoming a member of the Governing Council, I took the meeting minutes for ten years, so I see the ULMA Packaging case from a broader perspective. Every time the body was renewed I got to know 2 women at most who were there at the same time. In the case of ULMA Packaging, we represent more or less the same percentage of women as in the cooperative as a whole (82% men, 18% women). To achieve greater equality in the Governing Council we would need more women in the cooperative, so it's vital for this change to occur in society, in the new generations. The involvement of more women in STEM education is essential if we want to see change in industry.

In our Governing Council I would say women and men play a similar role. We're not treated differently because we are women.

You are also a member of the ULMA Group's General Council. How do you see the role of women in that body?

There are very few women in the General Council (still under 20%). There is no direct discrimination there either, but nowadays the lack of female chairs of the Businesses also directly influences this low figure. I've recently noticed more women in vice-chair positions, which will lead to more women in the ULMA Group's General Council.

I think it's important that we women play an active role in the work of the Governing Councils of our Businesses. ULMA's structure and culture offers us opportunities for this and although we sometimes run into obstacles, we need to overcome them.

How do you see women in the Governing Councils of our Cooperatives?

In recent years, the role of women in the Business has been very active in this body. Currently, 3 of us are women and in previous years we were actually the majority (5 women, 3 men). Given that the majority in the cooperative are men, this is a very satisfactory figure. I must admit, though, that these figures are not typical of all the ULMA cooperatives. However, it's important for women also to play a leading role in these bodies so we must take the opportunity offered to us by ULMA.

Apart from these figures, I must recognise that we get on really well in the Governing Council. I see no differences in the role played by men and women. I've not seen any discrimination in roles or when taking part: in speaking, proposing decisions - we behave with trust and respect. We analyse and take decisions on the Business questions and everybody contributes based on their work area and experience.

I see a greater gender gap in the executive bodies. In our case, there are no women on the Board of Directors and we should analyse why and try to address this.

How do you see the future?

At UMS we had a female chair with her own leadership style and personal abilities, who, like many men, did a very important job. Currently, I also see women who are highly trained, skilled professionals, who could participate in the Governing Council and be Chairs.

