

**JOINT DECLARATION TO BE SIGNED IN THE MEETING ON 21.05.2008 BETWEEN  
THE EUROPEAN WORKS COUNCIL AND THE REPRESENTATIVES DESIGNATED  
BY GRUPO SANTANDER'S SENIOR MANAGEMENT**

1. – Equal treatment for women and men is a universal legal principle acknowledged in many international texts on Human Rights; an extensive and in-depth body of knowledge on gender equality has been drawn up by the EU.
2. – Grupo Santander has expressed repeatedly since time immemorial its decisive and firm commitment to promoting equal opportunities, having internally developed different initiatives and actions to favour that it effectively comes into force.
3. – Employee representatives in different entities of Grupo Santander in the EU have been conveying, in their respective organisations, their interest in the correct application of this principle concerning access to work, training, promotions and to working conditions.
4. – With a view to creating a more favourable framework for the full effectiveness and implementation of the equal treatment of women and men principle.

**T H E P A R T I E S H E R E B Y D E C L A R E**

They consider the encouragement of coherent dialogue between social partners on the subject of rights, legislation and national practices to be an appropriate way to promote the effective implementation and application of Community and National Regulations concerning equal treatment in the workplace in the different companies belonging to Grupo Santander in the EU.

That they therefore understand that constructive social debate and dialogue maintained in each company between the employee's legal representatives and the Senior Management of each society makes an ideal channel to study, and when appropriate, establishment measures which, safeguarding in all events the needs of organisational and production services, can contribute in a systematic and planned way to:

- Promote the defence and effective implementation of the principle of equal treatment for women and men, guaranteeing in the workplace equal access to positions and professional development opportunities at all levels, evaluating their possible effects.
- Promote and improve the possibilities of women attaining senior positions, contributing to reducing inequalities and imbalances which, even if they derive from cultural, social or family origins, may occur in organisations.
- Guarantee that Human Resources management in each country is in accordance to applicable legal requirements concerning equal opportunities.
- Prevent gender discrimination in the workplace.
- Sexual and gender harassment are contrary to the principle of equal treatment for women and men and are deemed direct discrimination on the basis of gender. In this context, Grupo Santander and Trade Union Representatives express their categorical rejection when faced with any undesired behaviour with sexual connotations or nature, promising to effectively collaborate in good faith to identify, correct and sanction this type of conduct.
- Strengthen the Social Responsibility commitment adopted by the Group to improve the quality of life for their workforce and that of their families.
- Establish measures to favour the conciliation of the work and personal lives of the workforce of Grupo Santander.

Boadilla, 21 May 2008

GRUPO SANTANDER'S  
SENIOR MANAGEMENT

EUROPEAN WORKS COUNCIL