

AENOR GESTIÓN DE LA CALIDAD ISO 9001	AENOR GESTIÓN AMBIENTAL ISO 14001	AENOR GESTIÓN ENERGÉTICA ISO 50001	AENOR GESTIÓN I+D+i UNE 156002	AENOR ANTISOBORNO ISO 37001	AENOR PENAL COMPLIANCE UNE 19601	AENOR SEGURIDAD INFORMACIÓN ISO/IEC 27001			
EP-0040/1997 EP-0240/2014	GA-1999.0096 GA-2014.0110	GE-2020.0023	ID+0039/2011	ASO-2018.0002 ASO-2018.0003 ASO-2018.0004	GCP-2018/0014 GCP-2018/0015 GCP-2018/0016	SH0127/2022			

DIVERSITY, EQUITY AND INCLUSION POLICY

———— GRUPO COPISA ————

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Version	Date of Application	Amendment
1.0	30-10-2024	Policy Approval

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The Copisa Group's diversity, equity and inclusion (DEI) policy sets out a firm commitment to building a working environment in which diversity, equity and inclusion are key components. This policy is aligned with the principles of social justice and also seeks to drive business performance and help achieve corporate objectives.

1. OBJECTIVES

Ensure a diverse, equitable and inclusive environment: promoting a workplace where all people are valued and respected while securing equal opportunities for personal and professional development.

Commitment to equal opportunities and non-discrimination: the Copisa Group rejects any practice or conduct involving discrimination on personal, family, financial, economic or social grounds.

2. SCOPE OF APPLICATION

This Policy shall apply to all the activities of subsidiaries (in which it holds at least 50%) that are part of the Group and to all their employees, regardless of their geographical location or activities, and also to all individuals who hold management positions or sit on the Copisa Group's governing bodies.

The Group's commitment extends to the companies with which it has any business relationship and suppliers with which it works.

3. KEY CONCEPTS

- **Diversity:** represents the variety of individual characteristics which make people unique.
- **Equity:** entails providing the opportunities required for everyone to achieve the same level of success while bearing in mind their differences.
- **Inclusion:** making every employee feel valued, respected and part of the group, thereby maximising their potential.
- **Equality:** ensuring that everyone has the same rights and opportunities regardless of their personal circumstances.
- **Discrimination:** any distinction, exclusion or preference based on grounds of birth, racial or ethnic origin, sex, religion, beliefs or opinions, age, disability, sexual orientation or identity, LGBTIQ+, gender expression, illness or health condition, serological status and/or genetic predisposition to diseases and disorders, language, socio-economic status, or any other personal or social condition or circumstance which has the effect of nullifying or altering equality of opportunity or treatment.

4. PRINCIPLES OF ACTION

The diversity, equity and inclusion policy underwrites the Copisa Group's commitment to complying with the applicable laws in the countries in which it operates and with international rulings on human rights, the Ten Principles of the Global Compact and contributing to achieving the Sustainable Development Goals (SDGs).

5. THE GROUP'S COMMITMENTS

- **Promote** equal opportunities and equity by furthering the personal and professional development of all the people who make up the company.
- **Safeguard** the quality of employment by fostering the maintenance of stable jobs with decent salaries and occupational content which assures the continuous improvement of the skills and competencies of the staff working in the Group.
- **Ensure** appropriate integration of employees in their work group by setting equitable remuneration conditions based on the job, thus ensuring equal pay for the same work or work of equal value.
- **Foster** working conditions which enable work-life balance for all employees and encourage shared responsibility between men and women.
- **Integrate and value** the richness furnished by the diversity of knowledge, skills and different experiences of all the people associated with the organisation, seeking to make headway in building a diverse and inclusive workforce and value chain.
- **Drive** the representation, participation and leadership of women in the organisation, striving for balanced gender participation across decision-making levels coupled with eliminating the gender pay gap and implementing programmes and initiatives which promote the professional and personal development of women.
- **Partner** the fight against gender-based violence by setting up specific programmes which include protection, support and information measures for victims and survivors.
- **Establish** an atmosphere of respect and tolerance towards the LGTBIQ+ community by implementing support measures which help towards the wellbeing and inclusion of this group.
- **Value and enhance** cultural differences as a source of added value by promoting the inclusion of staff through intercultural awareness and understanding.
- **Foster** generational diversity with the ultimate aim of combating stereotypes, biases and exclusionary attitudes with respect to age.
- **Encourage** intergenerational interaction and sharing of knowledge as a source of continuous enrichment and innovation.
- **Value** the unique potential of all people by raising awareness and understanding of disability to drive the inclusion of this group in the labour market.
- **Enhance** the accessibility of all processes and facilities and include accessibility criteria in our operations.
- **Set** specific diversity, equity and inclusion targets to ensure compliance with the commitments made in this area.
- **Extend** diversity and non-discrimination commitments to all stakeholders, especially suppliers and contractors, through mainstreaming diversity in procurement processes and acknowledging the efforts of organisations which foster diversity and inclusion.

- **Promote** inclusive language and communication, both internally and externally, to reflect the diversity of the people associated with the organisation.

- **Promote** working conditions which avert harassment at work, sexual harassment, harassment based on sex or membership of the LGTBIQ+ community and any other conduct contrary to sexual freedom and moral integrity by putting in place specific procedures for its prevention and for addressing reports or complaints.

6. OVERSIGHT AND FOLLOW-UP SYSTEMS

This Policy is fully consistent with the rest of the Group's policies and its compliance model.

The Compliance Committee's mission is to ensure awareness of and compliance with the Group's policies, resolve incidents or queries about their interpretation and conduct appropriate due diligence processes in this area.

Any infringement of this policy is to be reported through the Queries/Whistleblowing Channel on the Copisa Group's website, www.grupocopisa.com, which has been set up for sending queries and reporting any purported breach, and which may also be done by post:

Dpto. Cumplimiento Normativo
Plaça d'Europa 2-4
08902 L'Hospitalet de Llobregat, Barcelona. Spain

7. INFORMATION DISCLOSURE

The Copisa Group undertakes to transparently and truthfully disclose information to its stakeholders, fostering awareness of this Policy available on the corporate website www.grupocopisa.com and on the in-house communication channels for all staff.

8. VALIDITY

This policy was approved by the Copisa Group's Board of Directors on 25 November 2024 and shall remain in force until it is revised, updated or superseded with the Board's approval.