

Diversity and Inclusion Policy



Purpose

The purpose of this Policy is to achieve an environment that facilitates and promotes equal opportunities, non-discrimination, diversity, and inclusion of the professionals of the companies belonging to the Group, all in accordance with the laws in force in each country and following international best practices, including the provisions of the Sustainable Development Goals (SDGs) approved by the United Nations (UN) in these areas.

This Policy is based on respect for individuality, valuing differences and an inclusive culture that guarantees non-discrimination based on gender, age, nationality or any other personal, physical or social condition.

Our commitments:

- To develop the principle of equal opportunities in the workplace, practising and demonstrating fair treatment that fosters the personal and professional progress of the human team that makes up the Group's companies in the following areas:
 - **Promotion**, career development and compensation: assessing the knowledge and skills needed to do the job through the evaluation of objectives and performance.
 - **Selection**: choosing the best professionals through selection tools and systems based on the knowledge and skills of the candidates.
 - **Recruitment**: do not establish discriminatory wage differences and ensure that the professional is properly integrated into the company, work group and position.
 - **Training**: ensure the education and training of each professional in the knowledge and skills required for the proper development of their work.
- Related to non-discrimination, diversity and the promotion of inclusion, the following basic principles of action are assumed and promoted, which must govern the development of labour relations in the Group's companies:
 - Ensure non-discrimination among its professionals and position itself against any conduct or practice associated with prejudice on grounds of nationality, ethnic origin, skin colour, marital status, family responsibility, religion, age, disability, social and health status, gender, sexual orientation, gender identity and expression or any other condition or characteristic of a person that is not related to the requirements to perform their job.
 - Encourage all professionals in the Group's companies to contribute their knowledge, experience and skills, irrespective of any personal or social conditions or circumstances.
 - Recognise the coexistence of different generations as a source of continuous enrichment, due to their diverse capabilities and approaches, both for professionals and for the different businesses and corporate areas.
- Take into consideration that certain physical or intellectual disabilities that may be an obstacle to the performance of some tasks represent, on the contrary, a significant added value in other tasks. In any case, do not identify such circumstances, in a preliminary and unsubstantiated manner, as obstacles to proper integration at work.
- Recognise that the international character of the Group's member companies and the contribution made to them by people of different origin, race or ethnicity represent a source of permanent and decisive enrichment at Group level, which is preserved and promoted.
- Preserve an environment free of workplace violence, intimidation and harassment in all its forms, including sexual and gender-based harassment, ensuring the establishment of agile and effective channels of complaint and attention to alleged victims.
- Facilitating internal mobility and interaction within the organisation to create networks and teams that take advantage of multiculturalism, and constantly monitoring and updating management processes and procedures for such networking and teamwork to enhance diversity and inclusion.
- **Boosting the contribution of women in the Company, promoting the presence of women in leadership positions**, eliminating the salary gap and developing programmes and initiatives that contribute to the development and promotion of women.
- Establish an environment of respect and tolerance towards employees from vulnerable groups.
- To have specific integration plans for people with disabilities, providing all the necessary adjustments that will help us to continue to make progress in the effective integration of this group in the workplace.
- Disseminate and extend our commitment to diversity and inclusion to other stakeholders, especially suppliers and contractors, through the assessment of diversity commitments and benchmarks in procurement processes.

Scope

This Policy is applicable to all the companies that make up the Group, as well as to the investee companies that are not part of the Group over which the Company has effective control, within the legally established limits.

This Policy was approved by the Board of Directors of FESTINA LOTUS SA on 19 May 2023 and is effective from the time of its approval. In case of discrepancies between the English and Spanish versions, the latter shall prevail.