

EQUAL OPPORTUNITIES POLICY

PUBLICATION DATE: 24th of April, 2019

DATE REVIEWED: 13th of January, 2022

SCOPE OF APPLICATION

This policy shall apply to Grupo Empresarial IC S.L. and the companies that comprise it, hereinafter "Grupol IC", as well as the members of the board of directors and all employees of the companies that comprise Grupo IC.

OBJECTIVE

To commit ourselves to the creation and implementation of policies that respect the equality of all persons in terms of employment opportunities, and ensure they are treated with zero direct or indirect discrimination.

COMMITMENTS

To create and implement policies that respect the equality of all persons in terms of employment opportunities, and ensure they are treated with zero direct or indirect discrimination.

To implement measures to achieve real equality within the organisation as a strategic principle under our Corporate and Human Resources Policy.

To be guided by the principle of equal employment opportunity in all areas of business, from recruitment to pay, selection, retention, training, working conditions, career growth, health and safety, and work-life balance.

To respect the rights and dignity of all our employees by adhering to and promoting the following principles and values within our organisation:

- To ensure compliance with labour laws and rights for all our employees.
- To provide safe, healthy, dignified, and fair working conditions.
- To offer fair and competitive remuneration.
- Not to tolerate sexual, physical or mental harassment of any kind.
- Not to employ minors in any of our business activities.
- To respect the equality of all persons and not to tolerate any discrimination on grounds of sex, race/ethnicity, religion or belief, political opinion, disability, marital status, pregnancy, maternity and paternity, sexual orientation, age, nationality, socio-economic origin, or any other immaterial grounds.
- To promote the training of employees, as well as their personal and professional growth.

A handwritten signature in blue ink, appearing to be "Alberto Miró Cuello".

Alberto Miró Cuello

CEO