

Grupo EULEN's Diversity, Equity and Inclusion Policy



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Purpose

This Policy establishes the framework for Diversity, Equity and Inclusion (hereinafter “DEI”), adopted by Grupo EULEN in accordance with the principles and values set out in our Code of Ethics.

At Grupo EULEN, our greatest asset is our people, which is why our growth begins with their development, and our main objective is to contribute to creating diverse teams, and generating an inclusive corporate culture and a commitment to society.

Definitions

Diversity: the presence of people with social, physical, cultural, and/or psychological differences who are in the same work environment and who cooperate and work towards the same objectives. It is a strategic business value that applies to a group of people and different talents available to a company.

Equity: a principle based on equality and taking into account the specific characteristics of each person in order to offer personalized solutions and development opportunities.

Inclusion: this refers to the capacity to manage and integrate individual differences within a work team, promoting the diversity of talents, experiences and identities and making it possible for each professional to feel unique, while also identifying with the group to which they belong.

Scope

The DEI Policy applies to all Grupo EULEN companies in the various countries where it operates, and is driven and supported by Senior Management.

This Policy will be extended to any individuals and legal entities that have a relationship with Grupo EULEN other than an employment relationship: customers, suppliers, subcontractors and other professionals who may be involved in the Group's activities.

Purpose

The DEI Policy highlights Grupo EULEN's commitment to compliance with the laws in the various countries where we operate, and with the criteria contained in international human rights standards.

Grupo EULEN is committed to continuing to make progress in the principle of non-discrimination and equal opportunities, as well as in the integration of people with disabilities and other socially-excluded groups.

The purpose and goal of this DEI Policy is also to implement the appropriate initiatives and training programs to create a diverse environment where collaboration and respectful communication among individuals are reflected.

General Principles

The general principles governing the DEI Policy are reflected in Grupo EULEN's Diversity Manifesto, and are as follows:

- › Include and promote the principle of non-discrimination and equal opportunities in all company policies and processes.
- › Drive Grupo EULEN's attraction and retention of diverse people who will facilitate innovation, continuous learning and the exchange of different and complementary professional experiences.

- › Promote measures and initiatives for awareness and social change through training programs, talks, networking opportunities, and participation in forums.
- › Foster the creation of diverse teams in all strategic and transversal initiatives for the company.
- › Collaborate in the creation of partnerships with public and/or private entities providing added value to society.

Main lines of action

In order to achieve the purpose of the DEI Policy, Grupo EULEN establishes the following basic lines of action:

- › **Commitment:** a commitment by the Company's senior management will drive and support DEI policy and strategy.
- › **Communication:** communicating and raising awareness on the defined DEI strategy.
- › **Training:** supporting DEI culture and strategy through training activities.
- › **Diversity and Equity:** attracting and retaining talent by eliminating possible discrimination and including individuals with different backgrounds, cultures, origins and experiences.

Responsibility

The general principles governing the DEI policy reflect the fundamental values of Grupo EULEN, and its Senior Management—through the Corporate Human Resources Department—will develop and adopt measures aimed at fostering plurality internally and will ensure that there is no exclusion of any kind.

The DEI Policy will be reviewed and updated as necessary in order to adapt it to any social changes that may occur in the context of Grupo EULEN's activities, in order to ensure effective implementation.

The Ethics Committee will be responsible for ensuring compliance, implementing the necessary actions, monitoring and updating this DEI Policy.

Communication

For proper dissemination of this DEI Policy, there must be adequate and transparent communication regarding its content.

The DEI Policy will be made available to all employees and stakeholders so everyone at Grupo EULEN is informed and committed to plurality, equity and inclusion.





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