



# Equality, human rights and diversity policy

Sustainability at Saica begins with our company values: we take care of the future, we value people, we contribute value and accept challenges. These values guide us in our decision-making and integrate sustainability into our culture.

Our contribution to sustainability at Saica, as part of a wider concept of "ESG" (Environmental, Social and Governance), which considers responsible management aimed at improvements made to economic performance, Environmental, Social and Good Governance aspects, sets out to create a favourable environment to ensure decent employment, equal opportunities, avoids any kind of discrimination, and fosters diversity and the inclusion of employees, set forth in a series of measures that have been formulated, based on respecting Human Rights and the labour legislation applicable to each of the countries in which we operate.

## For this purpose, Saica Group commits to:



In short, this task, which encompasses all levels and areas of our organisation, can only be successfully addressed through SAICA's respect and values, the principles contained in our Code of Ethics and Regulatory Compliance, as well as through Equality Plans or similar protocols introduced in different centres and countries.

The General Management at SAICA Group fully accepts and shares the content of this Policy.

**Enrique de Yraolagoitia**

Managing Director  
Saica Group  
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