



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:

1



SDG

Align with the Sustainable Development Goals (SDG) and the United Nations 2030 Agenda, as well as with similar initiatives such as the Ethical Trading Initiative, OIT Agreements and the Modern Slavery Statement, **in order to generate decent employment opportunities tailored to the market**, committing to the development of people throughout their professional careers.

2



DIVERSITY

Foster Diversity and Inclusion in the widest sense, involving the acceptance of and respect for individuals, in order to create a diverse and innovative environment. We believe in the integration of functional diversity and the cultural and intergenerational togetherness of our teams, in order to assemble work teams with complementary and enriching perspectives.

3



NON-DISCRIMINATION

Ensure Equal Opportunities and non-discrimination, in access to employment, training, professional promotion and working conditions, throughout employees' working life at Saica, so that they suffer no discrimination, either directly or indirectly, due to any causes related to their birth, race, colour, gender, sexual orientation, religion, opinion, age, condition or personal or social circumstances. These principles affect both the treatment of our workforce, as well as visitors, clients and suppliers of the Saica Group. Relations between them and how they are treated shall always be based on professional respect and mutual collaboration.

4



EQUALITY

Continue to work towards Gender Equality, increasing the presence of under-represented genders in our workforce and casting aside any obstacles that thwart, either directly or indirectly, equal opportunities.

5



STRENGTHEN

Strengthen our commitment and actions through ethical practices, implementing **procedures for the communication and investigation of any practices, behaviour or actions that go against these principles and values**, with the aim of eradicating them and **raising awareness** among the workforce by means of **training actions**.

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 Yraolagoitia
 Managing Director
 Saica Group
 3/12/2021