



Equality, inclusion, 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. Saica's Board of Directors and the other Governing Bodies of the company are committed to ensuring that 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.

Susana Alejandro Balet

President & CEO

Saica Group
28/10/2024

Enrique de Yraolagoitia

Board Secretary & Managing Director

Saica Group
28/10/2024