

Equality and non-discrimination policy

The board of directors of Ercros, in its session on October 31, 2024, unanimously approved the review of this equality and non-discrimination policy.

Ercros considers that equal opportunities, non-discrimination based on sex, sexual orientation and identity, gender expression, sexual characteristics, religion, personal and work conciliation, and the prevention of sexual harassment are basic pillars of its social responsibility policy.

The company's actions in these matters are in line with the philosophy of Organic Law 3/2007, of March 22, for the effective equality of women and men and Law 4/2023 of February 28, for equality real and effective rights of trans people and to guarantee the rights of LGTBI people in companies. The Equality Commission is the body responsible for promoting equality and non-discrimination within the company and for ensuring compliance with this policy.

The basic principles on which Ercros' equality and non-discrimination policy is based are the following:

- **Integrate equal** opportunities into the company's management and culture and incorporate the **gender, sexual orientation and identity perspective** into company policies.
- **Promote actions** that contribute to **effective equality** of opportunities for all people, regardless of their sex, gender, sexual orientation and identity within the company.
- **Eliminate** any provision or labour practice that involves **discriminatory treatment** towards women or LGTBI people, especially in relation to hiring, remuneration, working hours and job category.
- Guarantee **non-discrimination** based on sex, gender, sexual orientation and identity **in personnel selection**, training, internal promotion and performance evaluation processes.
- **Prevent, pursue and sanction** attitudes that involve, directly or indirectly, some type of **abuse or offense** based on sex, gender, orientation or sexual identity among staff, especially with regard to sexual harassment behaviours.
- Ensure **neutrality** in the image and in the written and verbal language projected by the organization, both in internal and external communication.
- Promote the **conciliation** of personal and work life.
- Carry out **awareness-raising and training actions** for staff, both internal and external, on equality, non-discrimination and prevention of sexual harassment.
- Promote the **commitment of Ercros' stakeholders**, especially suppliers and customers, to assume the company's equality and non-discrimination policy as their own.

The human resources department will be responsible for formulating proposals for modification and improvement on it that they consider appropriate for subsequent approval by the board of directors.

Antonio Zabalza Martí
President and Chief executive officer

Barcelona, October 31, 2024
Revision 3