

CITRI&CO

**DIVERSITY, EQUALITY, AND
INCLUSION POLICY**

CITRI&CO

Version	Approval by Social Responsibility and Ethics Committee	Approval by:	
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1. Purpose

The purpose of this policy is to promote and facilitate a working environment that fosters diversity, equal opportunities and inclusion in the companies belonging to the Citri&Co Group (hereinafter "Citri&Co" or "the Group"), by committing to a human resources management model committed to excellence and quality.

All of this, in accordance with the legislation in force in each country and following international best practices, including the provisions of the Sustainable Development Goals (SDGs) approved by the United Nations (UN).

Citri&Co understands each the terms as follow:

- **Diversity** as a set of characteristics that make us unique and singular, referring to gender, sexual orientations, religious beliefs, age, ethnicity, race, geographic locations, cultures, class, physical abilities, etc.
- **Equity** as the impartial treatment of each individual in the processes that drive their personal and professional progression.
- **Inclusion** as the culture in which people feel comfortable and confident, ensuring that everyone feels valued and, most importantly, contributes value.

2. Scope

This policy applies to all the companies that make up the Group, regardless of their geographical location, as well as to all personnel working or acting on behalf of or in representation of them, irrespective of their hierarchical level, type of contract, geographical location, or other characteristics.

3. Foundations

The Group assumes and promotes the following principles of action that should govern the development of its labour relations:

- Recognise the international nature of the Group and the contribution made to it by people of different origin, race or ethnicity, sexual identity or orientation, religion, as well as functional and generational diversity as a source of permanent and decisive enrichment that is preserved and encouraged.
- To develop the principle of equal treatment and opportunities at work, which entails a commitment to practice and demonstrate equitable treatment that promotes quality in employment and the personal and professional development of the human team.
- Promote gender equality and equality of LGBTBI people, promoting the presence of the under-represented group with the necessary qualifications, encouraging the reconciliation of personal and working life, and collaborating in the fight against gender violence, due to sexual identity or orientation.
- To guarantee non-discrimination by fostering a sense of inclusion that promotes the contribution of knowledge, experience and skills, regardless of personal or social conditions or circumstances, through inclusive language, and preserving an environment free of harassment at work.

4. Monitoring

In order to achieve this policy, Citri&Co has a Corporate Human Resources Department, as well as the support of the Human Resources Departments of the different companies belonging to the Group, which are responsible for the implementation and monitoring of the established corporate policies and procedures.



D. Pedro Aroco

Chief Human Resources Officer of Citri&Co

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