

CITRI&CO

TRAINING AND DEVELOPMENT

POLICY

CITRI&CO

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1. Objective

Training is one of the key elements of our Human Resources strategy, as in a highly competitive and constantly changing environment, it is essential that the people who work in the CITRI&CO group are in a constant process of learning and adaptation, as they are the pillars of the company's competitiveness and sustainability.

Our objective is to provide learning opportunities and the appropriate means to develop the necessary skills to effectively face the challenges of the business, and at the same time, to provide greater job satisfaction.

We adapt to the real needs of each person, enriching and enhancing their capabilities throughout their life cycle as an employee.

2. Scope

This policy applies to all companies that are part of the group CITRI&CO and their personnel, regardless of their hierarchical level, geographical location or other characteristics.

3. Foundations

The Group assumes and promotes the following principles of action:

- Align training and development policy with the organisation's strategic objectives, identifying key skills in order to design effective training programmes.
- Implement programmes that enable the workforce to adapt to changes in the business environment, emerging trends, technological advances and market demands.
- Promote a culture of continuous learning throughout the organisation, where training and development is seen as an ongoing process and not just one-off events.
- Offer personalised programmes that recognise diversity; each person is unique and has different needs and skills.
- Use and leverage digital tools and innovative technologies to deliver interactive, accessible and engaging training experiences.
- Ensure access to training for all people in an equitable manner, without bias or barriers to equal opportunities regardless of gender, race or other aspects.

By embracing these fundamentals, we foster a culture of development that drives staff and organisational growth in an ever-changing business environment.

4. Instruments

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 policies and procedures.



Pedro Aroco

Chief Human Resources Officer of Citri&Co

October 2023