



POL_C-GDP-02

**EQUALITY, DIVERSITY & INCLUSION
CORPORATE POLICY**

Track record of changes

Review	Change	Date
00	Document created	October 09, 2024



1. OBJECT

The object of this Policy is to describe GS Inima Group's commitment to generating work environments and surroundings where equality, diversity and inclusion are priority values in people management.

2. SCOPE

This Policy will apply to directors, officers and employees of:

- GS Inima Environment, S.A.U. and the rest of companies that make up the GS Inima Group.
- Temporary Business Associations (TBAs), Economic Interest Association, JVs or any other business partnership where GS Inima Group companies have a majority shareholding.

All affiliates, Temporary Business Associations, Economic Interest Associations, JVs or any other form of business partnership in which the GS Inima Group does not hold a majority shareholding, this Policy shall be applied as far as possible, and shall always apply to GS Inima employees assigned to such TBA or JV.

3. DEFINITIONS

Equality: parity in people's rights, responsibilities and opportunities.

Diversity: the potential inclusion of persons belonging to different cultures, race, age, sexual preference, functional diversity of any other factor that makes them unique and special.

Inclusion: the potential to manage and integrate individual differences into work surroundings or a team.

4. COMMITMENTS

This Policy describes and reports GS Inima Group's commitment to Equality, Diversity and Inclusion, as evidence of its wish to develop diverse talent, respectful treatment, equal opportunities and to make progress in social cohesion.

To the possible extent, the GS Inima Group will follow this Policy in its commercial relations.

In addition to the foregoing, GS Inima Group's values are the following:

- **Equality:** Parity in people's rights, responsibilities and opportunities.
- **Objectivity:** The GS Inima Group promotes objective criteria to recognize individual capacity and professional merit, to include processes related to selection, performance, severance pay and benefits, training and promotion.



- **Respect for Diversity:** The GS Inima Group rejects any kind of professional discrimination on the grounds of age, race, national ancestry, gender, sexual preference, marital status or family responsibilities, functional diversity, religion or any other condition.
- **Inclusive surroundings:** The GS Inima Group facilitates the inclusion and adaptability of work surroundings to ensure the accessibility of people with special needs.
- **Zero tolerance:** The GS Inima Group is committed to ensuring that its surroundings are respectful and afford dignified treatment, showing zero tolerance towards any harassment whatsoever or other discriminatory practices.
- **Impact on the local community:** The GS Inima Group promotes inclusive surroundings wherever it is present, upholding individual rights and facilitating community participation in equal terms.
- **Dissemination of commitments:** The GS Inima Group promotes the values and commitments gathered in this Policy through internal and external communication channels, circulating and enhancing them amongst its stakeholders.

5. FOLLOW-UP AND CONTROL

The People Management Directorate is in charge of the adequate implementation, follow-up and evaluation of compliance with the principles gathered in this Policy, for which it will assign any necessary resources and structure.

Approved by the Board of Directors on January 17, 2025