



GRUPO ANTOLIN states its commitment to establish and implement policies that include equal treatment and opportunities for men and women without any direct or indirect discrimination on grounds of sex, race, color, language, religion, opinion, origin or any other personal and/or social condition or circumstance.

It will promote and encourage measures to achieve true equality within our organization, taking diversity into account in all people management policies as a crosscutting factor that lies at the basis of all decisions taken in this area.

The principles of equal opportunities and anti-discrimination are respected and accepted in all the areas in which Grupo Antolin operates. This specifically includes indirect discrimination, where this means "any situation in which an apparently neutral provision, criterion or practice would put a person at a particular disadvantage with respect to other persons on grounds of sex, race, color, language, religion, opinion, origin or any other personal and/or social condition or circumstance".

The principles stated above shall be put into practice by fostering the inclusion of individuals with diverse profiles, promoting equality measures that entail improvements to the current situation, and setting up appropriate monitoring systems, with the aim of advancing true equality in the company between women and men regardless of any personal and/or social circumstances, and by extension in the whole of society.

Any initiative taken in the respect shall be duly reported to company employees, and this commitment shall be extended to other stakeholders, inviting them to participate in the enactment of these principles in their respective organizations, thereby promoting a company image that reflects this principle of equal opportunity and diversity. This proposal shall be implemented in conjunction with the legal representation of the workers in the companies of the Group where said representation is present.

