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	EQUALITY, DIVERSITY, AND INCLUSION POLICY	Rev. 00	Date: 12 May 2024	Ratified by: J. Caña

EQUALITY, DIVERSITY, AND INCLUSION POLICY

STATEMENT OF INTENT

We recognize and promote diversity as a key competitive advantage, while equality and inclusion are top priorities in our human resources management model. These principles are essential conditions for defending human rights, sustainable development, and contributing to the achievement of the 2030 Agenda.

We define diversity as the combination of visible and invisible characteristics that make each individual unique. Equality ensures fair and impartial treatment for all, providing access, support, and resources that allow individuals to thrive. Inclusion is the strategy that highlights the individual characteristics of each employee within the organization, creating participation opportunities and fostering a diverse and inclusive environment that encourages respect, security, success, well-being, a sense of belonging, and engagement.

PRINCIPLES

Respect for Individuals – We encourage and recognize the contributions of knowledge, experiences, and skills of all employees, regardless of their personal or social circumstances, to enable them to reach their full potential. We are committed to maintaining a work environment based on mutual respect and dignity, with a zero-tolerance policy against harassment in any form or any discriminatory practice based on age, race, ethnicity, color, gender, sexual orientation, religion, social origin, political ideology, marital status, or any other condition.

Promotion of Social Diversity and Equality – We foster diversity within our teams, which include employees from five continents and various racial, ethnic, and religious backgrounds. We encourage women's leadership in all company departments and categories.

Salary and Consideration Equity – We ensure that all processes related to recruitment, job performance, remuneration and benefits, training, promotion, and other professional development practices are based on objective, merit-based criteria. We are committed to recognizing individual skills and adapting performance expectations, avoiding discriminatory practices, and ensuring equal opportunities and salary equity.

Work-Life Integration – We implement measures to support the balance between employees' professional and personal lives by offering flexible mechanisms, including maternity and paternity leave, career breaks, professional reintegration programs, flexible schedules, remote work, and support for individuals with disabilities.

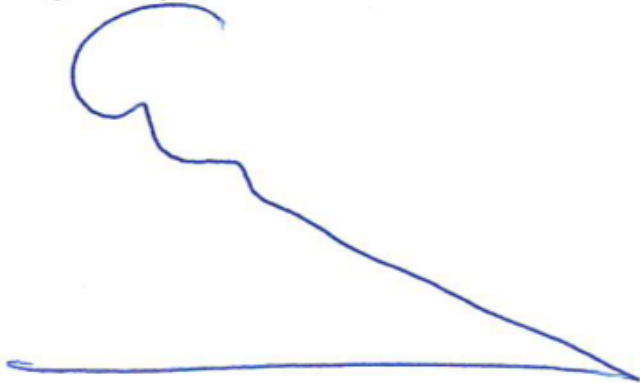
Inclusive Workspaces – We facilitate workplace adaptations to ensure accessibility for individuals with specific needs. Additionally, we promote the elimination of behavioral barriers to ensure participation under truly equitable conditions.

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Awareness and Skills Development – We implement actions to counter unconscious biases that could hinder inclusion efforts. Our goal is to break stereotypes and promote equality.

Monitoring Mechanisms – We establish communication channels for reporting any complaints related to this policy to ensure appropriate resolution.

Signed by:



General Management

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