

POLÍTICA DE DIVERSIDAD, IGUALDAD, EQUIDAD E INCLUSIÓN Y DE PREVENCIÓN DEL ACOSO

DIVERSITY, EQUALITY, EQUITY, INCLUSION AND HARASSMENT PREVENTION POLICY

Romar Global Care, aware of its commitment to the human team as the main asset and centre of the strategy and key to its business success, and as part of its policy of respect for human rights, the Management Committee has approved this Diversity, Equity and Inclusion and Harassment Prevention Policy.

1. Purpose:

The purpose of this Policy is to achieve a fair and respectful working environment through the establishment of measures that promote equal opportunities, that encourage diversity and inclusion of professionals in Romar Global Care Group companies, as well as those that contribute to the eradication of behaviours contrary to the values and its culture based on ethics, all in accordance with current legislation and following international best practices, including the provisions of the Sustainable Development Goals (SDGs) approved by the United Nations (UN) in these areas.

Managing diversity and promoting inclusion are key elements of the Romar Global Care Group's business strategy.

In this way Romar Global Care will be able to improve its public image by attracting the best talent, improving innovation and creativity with diversity of perspectives and thoughts, increasing staff motivation and achieving higher performance and productivity rates. It will also help Romar Global Care adapt to the global market by understanding different cultures and be more competitive in a globalized and diverse market.

2. Scope of application:

This Policy is applicable to all the companies that make up the Group, as well as to the companies in which it has a stake or in which it may have a majority stake.

3. Definitions:

- **Harassment** is defined as unwanted verbal or physical conduct of a moral or sexual nature that has the purpose or effect of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that person. Non-exhaustive examples of conduct that are considered to be harassment include derogatory impersonations of a person, sexual advances, imitating the effects of a disability, derogatory comments, racist, demeaning or offensive gestures or images, the use of language of a homophobic nature, as well as mocking someone's religion or beliefs.
- **Discrimination** is any distinction, exclusion or preference based on race, colour, sex, religion, political opinion, national extraction or social origin which has the effect of nullifying or impairing equality of opportunity or treatment in employment.

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- **Diversity** is the set of characteristics, both visible and invisible, that make people unique and singular, that is, the richness that each person brings thanks to their variety.
- **Equity** implies differentiated treatment in terms of specific situations, always with the aim of achieving equality in the exercise of rights.
- **Equality** implies that all people have the same rights, resources and opportunities regardless of any particular condition.
- **Inclusion** is the recognition and appreciation of the different perspectives that each individual can bring, creating opportunities for everyone to develop their full potential and fostering a sense of belonging that makes them feel valued and part of a group or community.

4. Basic principles of action in relation to equal opportunities:

In order to achieve the objectives and commitments indicated in relation to equal opportunities, the following basic principles of action are assumed and promoted, which must govern the development of labour relations in the companies that make up the Group from the first phase of selection, hiring and onboarding to the end of the employment relationship and offboarding.

a) guarantee non-discrimination among its professionals and position against any conduct or practice associated with prejudice on grounds of nationality, ethnic origin, skin colour, marital status, family responsibility, religion, age, disability, social status, health, gender, sexual orientation, gender identity and expression or any other condition or characteristic of a person that is not related to the requirements to perform their work.

b) ensuring job quality by promoting the maintenance of stable and quality jobs, with fair wages and occupational content to ensure continuous improvement of the skills and competencies of professionals.

c) in line with the policy of respect for human rights, guarantee the rights of freedom of association as set out in international standards, to preserve the choice of each individual in his or her relationship with trade union organisations and the actions of these organisations in the defence of his or her rights.

d) attract and select the best professionals by means of selection tools and systems based on the knowledge and skills of the candidates.

e) ensure the appropriate integration of the professional in his or her work group by establishing equitable remuneration conditions according to the job position.

f) homogenise the working conditions and benefits obtained by part-time and full-time professionals.

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- g) ensuring the training and qualification of each professional in the knowledge and skills required for the proper development of their work;
- h) use of neutral and objective criteria related to merit, capacity and performance to assess, recognise and remunerate its professionals;
- i) support for the free development of our employees in their personal and family development, guaranteeing equal opportunities with the commitment that maternity or paternity will not be an impediment to their professional development.

5. Basic principles of action in relation to diversity and inclusion:

In order to promote diversity and inclusion, understood as an organisational value and a competitive differential, the Company shall adopt the following measures:

- a) promote an organisational culture and management processes that enable all professionals of the Group's companies to contribute their knowledge, experience and skills, regardless of any personal or social conditions or circumstances;
- b) strengthen the Group companies' commitment to equality, especially gender equality, both within their respective organisations and in the communities in which they are present, and raise awareness of this issue in both areas;
- c) promote balanced gender representation in the different decision-making bodies and levels, guaranteeing participation under conditions of equal opportunities in all areas of consultation and decision-making in the companies of the Group.
- d) propose affirmative action and recognition measures to help correct any inequalities that may arise and to encourage access and advancement of the under-represented gender.
- e) promote programmes of collaboration with educational centres to encourage the presence of the under-represented gender in careers and training programmes related to the business developed by the companies comprising the Group.
- f) protect pregnancy, childbirth and the postpartum period as specific situations for women, avoiding any negative repercussions on their professional careers, as well as encouraging the exercise of co-responsibility between women and men;
- g) collaborate in the fight against gender violence by establishing specific programmes that include protection, support and information measures for victims.
- h) promote physical and technological accessibility and support professionals with disabilities, encouraging their effective employment.

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- i) recognise that the international character of the Group and the contribution made by people of different origins, races or ethnicities represent a source of enrichment that is preserved and encouraged.
- j) encourage the coexistence and exchange of knowledge of different generations as a source of continuous enrichment and innovation.
- k) implement measures that favour integration and well-being and increase the pride of belonging of different groups.
- l) foster an inclusive culture based on respect and collaboration.
- m) incorporate into leadership programmes content that favours better decision-making in processes related to people management and contributes to progress towards a more diverse company and a more inclusive culture.
- n) foster inclusive communication, both internally and externally, so as to reflect the diversity of the people who form part of the Company and the Group.
- ñ) inform and communicate to the communities in which the Group's companies operate their commitment to diversity and inclusion, so as to make them more attractive to the various groups; and
- o) standardise the working conditions and benefits obtained by part-time and full-time professionals.

6. Principles of action for the prevention of harassment and discrimination

The Company is firmly committed to preventing and combating harassment and discrimination and to this end shall adopt the following measures:

- a) foster a culture of prevention of any manifestation of workplace violence, intimidation and harassment in all its forms, by means of dissemination, awareness-raising and training actions carried out with sufficient frequency to ensure that knowledge in this area is kept up to date;
- b) encouraging leaders, within the scope of their responsibilities, to act in an exemplary manner, promoting a respectful and healthy working environment;
- c) zero tolerance for any conduct that constitutes bullying or harassment;
- d) implement solutions and measures to safeguard the well-being of those affected by such behaviour, ensuring that there is no retaliation; and
- e) take the necessary measures, including, where appropriate, disciplinary measures, as deemed necessary.
- f) Having appropriate protocols in place for the prevention of harassment in all its forms.

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g) implementing training and awareness-raising programmes for the prevention of harassment.

7. Tools

In order to achieve the objectives established in this Policy, the company will have the necessary resources and an adequate budget, preparing an annual action plan that will establish the appropriate objectives and monitoring indicators for the achievement of these objectives.

8. Approval.

This policy is prepared by Human Resources and approved by General Management in Sagunto on January 2, 2025.



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