



Corporate Policy Diversity, Equality and Inclusion Policy

CEO
19th July 2024

VERSION CONTROL

Version	Date	Changes
V1	01/07/2019	New Creation
V2	19/07/2024	Update

CONTENTS

1. Introduction	4
2. Object.....	4
3. Scope of Application.....	4
4. Principles.....	4
5. Commitments and lines of action.....	5
6. Questions, communications or complaints.....	6
7. Training and dissemination	6
8. Non-compliance	6
9. Policy Review and Approval.....	7
ANNEX	8
DEFINITIONS.....	8

1. Introduction

URBASER recognizes the importance of considering diversity as an essential asset for organizations. Society is diverse because people are inherently diverse, and it is precisely this quality that offers companies like ours the possibility of integrating and taking advantage of all the potential, talent, enthusiasm and energy that contribute daily to the construction of better, safer, more innovative, excellent, sustainable organizations, capable of facing the challenges and transformations of the environment.

2. Object

The purpose of this Policy is to establish URBASER's commitments in terms of diversity, equality and inclusion, and to communicate our positioning and framework to all stakeholders.

For URBASER sustainability is the balance between environmental, social and economic responsibility. Its international presence in diverse environments implies the existence of different cultural, social and demographic realities among people with different needs, attitudes, values, motivations and knowledge.

This Policy reflects the commitment to achieve a work environment based on equal treatment and opportunities between men and women and the promotion of inclusion and diversity in the workforce, favoring work environments of understanding and acceptance, in which all people are respected and where there is zero tolerance for all types of discrimination.

We want to ensure that all people have equal opportunities, regardless of gender, disability, age, ethnic, cultural or racial origin, marital status, as well as sexual identity and orientation.

3. Scope of Application

This Policy applies to all directors, officers and employees, including managers and members of the governing bodies of the various companies that make up Urbaser, its subsidiaries and wholly or majority-owned companies and joint ventures controlled by Urbaser management or in which Urbaser has a majority interest. It is the responsibility of all persons working in URBASER to act in a professional manner and to protect the reputation of the Company.

4. Principles

Diversity

We value and encourage diversity as a source of productivity. We recognize that diversity of backgrounds, skills and experiences enriches our work environment and contributes to the growth of the company.

Equal Opportunity

We ensure that all employment-related decisions, such as hiring, promotion, compensation and dismissal, are based on objective and meritocratic criteria, without discrimination of any kind.

Inclusion

We promote an inclusive environment where everyone feels valued and respected. We strive to create a culture of belonging where everyone can contribute their best.

Prevention of Harassment and Discrimination

We do not tolerate any form of harassment or discrimination in the workplace. We maintain clear procedures for reporting and resolving any incidents that contravene our diversity, equality and inclusion policy.

5. Commitments and lines of action

URBASER ensures at all times compliance with the requirements established by the applicable laws on Diversity, Equality and Inclusion in the countries in which it operates, guaranteeing equal opportunities and non-discriminatory treatment of people, assuming and promoting the following commitments:

- Recognize the absolute value of the United Nations International Bill of Human Rights; the International Labor Organization (ILO) Declaration on Principles and Rights at Work and its applicable conventions; International Convention on the Elimination of All Forms of Racial Discrimination; International Covenant on Civil and Political Rights; International Covenant on Economic, Social and Cultural Rights; Convention on the Elimination of All Forms of Discrimination against Women; European Convention on Human Rights.
- Follow international best practices to contribute to the provisions of the UN Sustainable Development Goals (SDGs), specifically #5 for Gender Equality, #8 Decent Work and Economic Growth and #10 Reducing Inequalities.
- To ensure the defense of diversity as a human value, based on individuality, uniqueness, visible and invisible differences and conditions, respect and dignity of all people, and as a source of talent and contribution to society and organizations.
- Promote the diversity of profiles in all positions or levels within the Company, ensuring respect and integration of all people with each of their diversities.
- To manage diversity from the perspective of inclusion, as a step that goes beyond the recognition of the fact of diversity, focusing on the active effort so that all people and their voices contribute, and our organization develops in the confluence of knowledge, skills, experiences and experiences of those who compose it.
- To provide safe work environments where no abusive, hostile or offensive conduct or discrimination based on race, gender, sexual orientation, belief, ideology, religion, social origin, disability, nationality, age or any other circumstance is tolerated among any member of the Company regardless of rank or qualification.
- To develop the necessary mechanisms so that all professionals receive equal treatment with the same opportunities, so that all processes related to the professional development of people in the Company, such as selection and hiring, training, promotion, working conditions and measures to promote work-life balance, are developed based on criteria of merit and ability, always being assessed objectively and respecting the principle of equal opportunities.
- Promote measures that favor a balance between personal and professional life, within a framework of business competitiveness, adapting as far as possible to the personal and family situations and circumstances of its professionals.
- To transfer our commitment to diversity and inclusion to all our stakeholders, and throughout our value chain, with a focus on excellence, including our employees, beneficiaries, suppliers, and our entire ecosystem of collaborating organizations and allies.
- Develop specific alliances and collaborations with entities and platforms for the defense of rights and the promotion of diversity, in its different aspects, joining initiatives, projects, recognitions and/or certifications that are aligned with our commitment to diversity.
- Provide continuous training programs on diversity, equality and inclusion for all employees, with the aim of raising awareness and encouraging inclusive and respectful behavior, promoting an environment free of prejudice, stereotypes and working on possible unconscious biases.

- To promote an inclusive leadership model that fosters an organizational culture inspired by the principles of diversity, equality and inclusion and that values the contribution of the company's diversity to respond to challenges from an innovative perspective.

URBASER ensures that communications and publications, both internally and externally, include images and language that reflect the diverse reality of the people who are part of the company. Promotes the use of inclusive language in all types of corporate, internal and external communications and, in any case, not to use discriminatory language.

Taking into account the different dimensions and variables of diversity, we contemplate:

Gender - Propose affirmative action and recognition measures that contribute to correcting inequalities that arise and to promote access and progression of the underrepresented gender. In turn, collaborate in the fight against all types of violence against women by encouraging participation and support for specific programs that help to combat it, raising awareness and providing the necessary support to the victims.

Age - Promote collaboration and mutual learning among workers of the different generations that make up our organization, taking advantage of generational diversity as an enriching element of our company.

Cultural - Encourage the incorporation of people of different ethnic, cultural or racial origin, promoting interculturality in work teams.

Identity and sexual orientation - To favor an inclusive environment of diversity in terms of sexual orientation, sexual identity, gender expression or sexual characteristics of the LGTBI collective, establishing the appropriate mechanisms to avoid any type of discrimination.

Disability - Incorporate people with a certificate of disability ensuring that all barriers that may prevent their full performance are eliminated.

People in situations of social vulnerability - To generate equitable job opportunities for people in situations of social vulnerability.

6. Questions, communications or complaints

Inquiries within the scope of this Policy should be directed to URBASER's Human Resources Department.

Any incident regarding non-compliance with the provisions of this Policy and related procedures, or its alignment with the provisions of the Group's Code of Conduct, should be addressed to the corresponding regulatory compliance body through the Ethics Channel enabled on the Group's website (<https://urbaser.canaletico.app/>).

7. Training and dissemination

The necessary training and awareness actions will be promoted for the knowledge, implementation and monitoring of this Policy on Equality, Diversity and Inclusion, through the provision of the necessary resources that allow its promotion, compliance and development.

8. Non-compliance

This Policy is considered a mandatory rule, so its violation will constitute a breach of it and, therefore, the Company will take the appropriate disciplinary, contractual or legal measures, if any, without prejudice to other responsibilities that the offender may have incurred.

9. Review and Approval of the Policy

The Human Resources Department will periodically review the content of this Policy to ensure that it complies with regulations and includes the latest recommendations and best practices, proposing any updates that contribute to its development and continuous improvement.

ANNEX

DEFINITIONS

1. **Equal Opportunities**: means ensuring that women and men can participate in different spheres (economic, political, social participation, decision making...) and activities (education, training, employment...) on the basis of real equality in rights and obligations.
2. **Diversity**: the difference or distinction that exists between different and multiple personal traits, their variety, infinity or abundance, dissimilarity, disparity or multiplicity influenced by cultural, ethnic, linguistic, sexual, biological and functional aspects.
3. **Inclusion**: Inclusion is an approach that responds positively to the diversity of people and individual differences, understanding that diversity is not a problem, but an opportunity for the enrichment of society, through active participation in all social and cultural processes and in the communities.
4. **Harassment**: continued mistreatment, whether direct or indirect, verbal, physical or any other form, against a person, in the workplace or in the course of the employment relationship, likely to affect the dignity of the person and tending to achieve its annihilation or psychological destruction, producing an effective damage that, on many occasions, leads to the employee affected to leave his or her job.
5. **Gender-based violence**: this is violence directed against women for the very fact of being women, because they are considered by their aggressors as lacking the minimum rights of freedom, respect and decision-making capacity.



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