



DIVERSITY POLICY

Autopista del Guadalmedina, Concesionaria Española, S.A.

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Revision Control

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1. OBJECT

This policy establishes the Diversity and Inclusion framework established by *Autopista del Guadalmedina*, C.E.S.A. hereinafter *GUADALCESA*.

At *GUADALCESA*, we believe in ***the power of people***. Our growth begins with the professional development of each of our employees. The aim of this policy is to have a workforce in which diversity is a substantial part of it.

2. SCOPE OF APPLICATION

This Policy applies to all departments and all staff of *GUADALCESA*.

3. CONTENT OF THE POLICY

3.1. Current context

At *GUADALCESA* we are committed to diversity, both gender, racial and cultural.

Although reality shows us that the demand for jobs in our company does not facilitate the possibility of expanding the diversity of the workforce, these demands correspond to a very similar typology.

Particular caution should be taken, when resorting to them, in the use of language that does not influence the submission of applications and demands for jobs, avoiding sexist and discriminatory language.

This Policy applies to all personnel selections and internal promotions that may occur within *GUADALCESA*.

3.2. Goals

The main goals are:

- Attract, hire, and retain diverse profiles for all positions within the organization.
- Facilitate an inclusive work environment that ensures that all people in the Company feel accepted and integrated.
- Promote equal opportunities in all organization areas.
- Promote collaboration and respectful communication among members of all teams.

3.3. Government

GUADALCESA's level of commitment to diversity is absolute. From the management to the last of the organization's employees, they have a fundamental role in promoting diversity, each one of whom must contribute to the extent of their responsibility.

The management of *GUADALCESA* creates policies aimed at improving diversity within the company, and it must be the employees who give continuity to it and facilitate the reception of colleagues of another sex, race or culture.

4. VIOLATION OF POLICY

Any employee, or member of any of the stakeholders, who would like to make a proposal in terms of promoting diversity may do so by directing them to the Social Responsibility Committee through the System Manager or by email denuncias@guadalcesa.com.

In the same way, if you detect any breach of this policy or any behavior that is contrary to the established, you may report it through the same channels.