




Equality, inclusion, human rights and diversity policy

Sustainability at Saica begins with our company values: we take care of the future, we value people, we contribute value and accept challenges. Saica's Board of Directors and the other Governance Bodies of the company are committed to ensuring that these values guide us in our decision-making and integrate sustainability into our culture.

Our contribution to sustainability at Saica, as part of a wider concept of "ESG" (Environmental, Social and Governance), which considers responsible management aimed at improvements made to economic performance, Environmental, Social and Good Governance aspects, sets out to create a favourable environment to ensure decent employment, equal opportunities, avoids any kind of discrimination, and fosters diversity and the inclusion of employees, set forth in a series of measures that have been formulated, based on respecting Human Rights and the labour legislation applicable to each of the countries in which we operate

For this purpose, Saica Group commits to:

1

SDGs 


Align with the Sustainable Development Goals (SDGs) and the United Nations Agenda 2030, as well as with similar initiatives in favour of human rights, against child labour, forced labour and/or human trafficking such as the "Ethical Trading Initiative", the ILO Agreements and the 2015 Modern Slavery Act, **by hiring in compliance with the applicable legal framework, proposing decent compensation in line with the market** and committing to the development of people throughout their professional career.

2

DIVERSITY 


Foster Diversity and Inclusion in the widest sense, involving the acceptance of and respect for individuals, in order to create a diverse and innovative environment. We believe in the integration of functional diversity and the cultural and intergenerational togetherness of our teams, in order to assemble work teams with complementary and enriching perspectives.

3

NON-DISCRIMINATION 

Ensure Equal Opportunities and non-discrimination, in access to employment, training, professional promotion and working conditions, throughout employees' working life at Saica, so that they suffer no discrimination, either directly or indirectly, due to any causes related to their birth, race, colour, gender, sexual orientation, religion, opinion, age, medical condition or any other category protected by law. These principles affect both the treatment of our workforce, as well as visitors, clients and suppliers of the Saica Group. Relations between them and how they are treated shall always be based on professional respect and mutual collaboration.

4

EQUALITY 

Continue to work towards Gender Equality and casting aside any obstacles that thwart, either directly or indirectly, equal opportunities.

5

ETHICAL 

Strengthen our commitment and actions through ethical practices, implementing procedures for the communication and investigation of any practices, behaviour or actions that go against these principles and values, with the aim of eradicating them and raising awareness among the workforce by means of training actions.

In short, this task, which encompasses all levels and areas of our organisation, can only be successfully addressed through Saica's respect and values, the principles contained in our Code of Ethics and Regulatory Compliance, as well as through Equality Plans or similar protocols introduced in different centres and countries.

The Saica Group has provided, through its complaints channel, the possibility for any person, whether inside or outside the organization, to report any deviation or non-compliance with the commitments made under this declaration.

Susana Alejandro Balet

President & CEO
Saica Group
1/8/25

Enrique de Yraolagoitia

Board Secretary & Managing Director
Saica Group
1/8/25