

# Equality, diversity and inclusion policy

Befesa is committed to encouraging equality, diversity and inclusion among our workforce, and eliminating discrimination.

Equality as ensuring that all Befesa employees have the same opportunities, diversity as understanding, accepting and valuing differences of any kind; and inclusion by creating a work environment where collaboration is encouraged, and participation is valued.

Our aim towards our employees is to be truly representative of all sections of society, and for each employee to feel respected and be able to give their best.

The policy's purpose is to:

- provide equality, fairness and respect for all in our employment.
- oppose and avoid all forms of discrimination by ensuring that in Befesa recruiting, remuneration and promotion is based on qualification and performance.

Befesa commits to:

- Encourage equality, diversity and inclusion in the workplace as creators of value for the company.
- Not tolerate acts of harassment or intimidation, victimisation and discrimination against co-workers, whether they are colleagues or collaborators, customers and suppliers.
- Offer opportunities for training, development and make them available to all staff, fostering the development of their capabilities and full potential so that they can be fully utilised to maximise the efficiency of the organisation.
- Review employment practices and procedures to ensure equality, diversity and inclusion and update them to consider changes in legislation.

Details of the policies and procedures as well as the whistleblowing channel can be found at [www.befesa.com](http://www.befesa.com)