

Befesa Diversity, Equity, and Inclusion (DEI) Policy

As an integral part of Befesa's Compliance Management System, Befesa sets out its Diversity, Equity, and Inclusion (DEI) Policy to foster a diverse, equitable, and inclusive workplace that respects the dignity and diversity of all individuals.

1. Purpose and Scope

- **Purpose:** This policy outlines Befesa's commitment to promoting diversity, ensuring equity across our systems, and cultivating a culture of inclusion within our workforce.
 - Diversity as to ensure that individuals from various backgrounds, including, among others, ethnic background, culture, religion, age, disability, race, gender, sexual orientation, world view, color, gender identity, political opinion, national extraction, or social origin, are represented throughout the organization. **Befesa** is dedicated to creating an environment where people from all these diverse groups are given equal access to employment, development, and advancement opportunities.
 - **Equity** as addressing that resources and opportunities are distributed based on individual needs and circumstances, ensuring fair outcomes for everyone. **Befesa** recognizes that equal treatment does not always result in equal outcomes and, therefore, strives to allocate resources in a way that creates fairness and opportunity for all employees.
 - **Inclusion** for ensuring that everyone feels a sense of belonging at work. Full inclusion happens when employees feel both part of the organization and valued as individuals with unique identities, skills, and contributions. **Befesa** is committed to fostering an inclusive environment where everyone is seen, understood, and appreciated.
- **Scope:** This policy applies to all Befesa employees, temporary agency workers, subcontractor employees, and business partners.

2. Policy Statement

- **Commitment:**

Befesa and all its operating companies are committed to foster a diverse workforce, promoting equity across our systems, and cultivating a culture of inclusion. We believe that creating an environment where individuals from different backgrounds, perspectives, abilities, and experiences can come together is essential to achieving meaningful outcomes. Our core values emphasize the importance of respecting the dignity and diversity of all people and inspire us to take actions to support our employees, customers, suppliers, and communities.

Diversity, equity, and inclusion (DEI) are not just policies at Befesa; they are shared responsibilities for all employees across the globe, shaping how we work together and how we serve our stakeholders with purpose and integrity.

- **Zero Tolerance for Discrimination:**

As stated in the **Code of Conduct**, Befesa commits within the scope of prevailing laws and regulations, to opposing all forms of discrimination. This includes that no Employee may discriminate any other Employee or business partner on the basis of their background, including, among others, ethnic background, culture, religion, age, disability, race, gender, sexual orientation, world view, color, gender identity, political opinion, national extraction, or social origin, are represented throughout the organization. Befesa will not tolerate any form of discrimination, harassment, or intimidation based on any background.

3. Framework and Standards

- **Guiding Principles:** This policy is guided by internationally recognized principles, including the United Nations Global Compact, the Universal Declaration of Human Rights, and the International Labour Organization's core conventions.

4. Responsibilities

- **Senior Management:** Responsible for overseeing the implementation of this policy and ensuring its integration into the company's operations and culture.
- **Compliance Officer:** In coordination with the HR & CSR Director, the Compliance Officer is responsible for monitoring the fulfillment of this policy, ensuring alignment with DEI objectives.
- **All Employees:** Expected to comply with the principles of diversity, equity, and inclusion outlined in this policy and to report any concerns related to discrimination, harassment, or exclusion.

5. Reporting

- An Employee who believes that he or she has been or is being subjected to unlawful discrimination, abusive behavior or harassment should immediately bring the incident to the attention of the relevant **Supervisor** and of the **Compliance Officer** or **Human Resources Department**.
- Employees are also welcome to use the **Whistleblowing Channel**, as described in Section 20 of the **Code of Conduct**. Any such complaints will be promptly investigated. If the investigation substantiates the discrimination, abusive behavior or harassment, immediate corrective action will be taken. For more details on how the Whistleblowing Channel operates, please refer to the **Whistleblowing Channel Brochure** available on our intranet.
- An Employee complaining in good faith shall not be reprimanded or adversely treated because of having made the complaint.
- Any violation of this policy will result in the implementation of the measures outlined in **Befesa's Remediation Policy**.

6. Training

- As part of Befesa's professional development, employees will engage in continuous training, ranging from diversity awareness to various other programs aimed at ensuring a respectful, inclusive, and equitable workplace. These trainings support our commitment to creating a culture where every individual is valued, respected, and empowered to thrive.

By adopting this DEI policy, Befesa demonstrates its commitment to building a diverse, equitable, and inclusive workplace where every employee feels respected and empowered to contribute to the company's success.