
Diversity and Inclusion Policy



Purpose

This Policy aims to **establish commitments, principles, and a framework for action to ensure equal opportunities, non-discrimination, optimal diversity of our workforce** and the inclusion of our professionals. Diverse talent is a competitive advantage for our company, being a source of innovation as well as a way to ensure its sustainability.

Diversity is useless if it is not accompanied by an **inclusive environment that values differences and ensures that all voices are respected and heard**. This Policy is based on respect for individuality, valuing differences, and an inclusive culture that guarantees non-discrimination based on gender, age, nationality, or any other personal, physical, or social condition.

Our Commitments

- Promote an **inclusive culture that generates a work environment based on collaboration and respect** and that expressly rejects any direct and indirect discrimination at all levels (gender identity, sexual orientation, age, nationality, religion, political opinion or any other physical or social condition).
- **Promote the integration of people with diverse profiles** (gender, abilities, sexual orientation, age, nationality, etc.) to make the Company a mirror of the society in which it operates.
- **Define policies and practices for hiring, compensation, evaluation, training, and promotion that guarantee equal opportunities** among our employees.
- Provide **flexible work options that allow** our employees **to reconcile their personal and family life**.
- **To boost the contribution of women in the Company, promoting the presence of women in leadership positions**, eliminating the salary gap and developing programs and initiatives that contribute to the development and promotion of women.
- Establish an **environment of respect and tolerance towards LGTBI+ employees**, promoting appropriate training to help our employees understand their needs and incorporate the best practices associated with this dimension of diversity.
- To have **specific integration plans for people with disabilities, providing all the necessary adjustments**, which will help us to continue advancing in the effective labor integration of this group, in a work environment of equal opportunities.
- **Establish specific diversity and inclusion objectives to guarantee the achievement of the established commitments**, and implement diversity measurement systems, as well as impact assessment systems.
- Maintain and promote **neutral and inclusive language in both internal and external communications**.
- Disseminate and extend our **commitment to diversity and inclusion to other stakeholders**, especially suppliers and contractors, through the assessment of diversity commitments and parameters in procurement processes.
- **Our leaders listen to the needs of the team, committing to its diversity, inclusion, personal well-being and professional progression**. They are responsible for achieving the company's diversity and inclusion objectives, making decisions that contribute to their compliance.

Scope of Application

This Policy applies to Cepsa, the Group's subsidiaries where effective control is exercised, their directors and employees, and to third parties with whom there are legal relationships and who have adhered to it.

Additionally, persons acting as representatives of the Group in companies and entities not belonging to the Group, or where our Company does not have effective control, shall promote, to the extent possible, the implementation of principles and guidelines consistent with those set forth in this Policy.

The current version of this Policy has been approved by the Cepsa Board of Directors on May 19, 2023 and is effective from the moment of its approval.