

DIVERSITY, EQUALITY AND INCLUSION POLICY

COMSA Corporación promotes and encourages a spirit based on the philosophy <<We take care of people just as we take care of our projects>>, considering its collaborators as the group's most valuable asset, developing a human capital management model focused on promotion of diversity, equal treatment and inclusion, key axes around which the company's day-to-day activities are carried out.

Under this premise, set out in the group's Code of Ethics, COMSA Corporación offers inclusive, safe, healthy and discrimination-free work environments, where everyone can grow and develop their career, regardless of their professional profile, gender, race, sexual orientation, religious beliefs, political opinions, nationality, social origin, disability, or any other characteristic that could lead to discrimination, fostering inclusive spaces where diverse talent, professionalism and the search for excellence in daily performance constitute an added value of the organization.

To strengthen, consolidate and advance with this philosophy, the following principles are established:

- Coordinate, consult and promote the participation of the workforce, directly or through their representatives, through different communication channels, to guarantee equal treatment and non-discrimination towards any group in the day-to-day running of the company.
- Systematically review the different indicators with the aim of advancing in the commitment established with male and female collaborators, contributing in turn to improving equity in society as a whole.
- Establish strategic alliances with different entities that advocate for spreading equal treatment and equity in the company.

Based on these principles, the group establishes work teams that, supported by action plans, protocols and procedures, develop each of the issues related to diversity and equity in the group. In the same way, it provides the necessary resources and promotes the awareness and participation of the entire human team through the periodic review of this Policy and the implementation of the different actions.

With this policy, the company continues to advance in the objective of achieving the goals of SDG 5 Gender equality, SDG 8 Decent work and economic growth and SDG 10 Reduction of inequalities of the 2030 Agenda of the Global Compact.

As a sign of commitment and approval of this Policy, sign in Barcelona on May 6, 2022.



Guillermo Lorenzo Rodrigo.
CEO Infrastructures, Engineering and Services