



# EQUALITY, DIVERSITY AND NON- DISCRIMINATION POLICY

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The Management Board of COSTA BRAVA MEDITERRANEAN FOODS – GRUP CAÑIGUERAL recognizes as a strategic purpose the development of labour relations based on equal opportunities, gender equality, non-discrimination and respect for diversity.

To give it a practical application in its companies, the Organisation has adopted the following policy.

## 1. PURPOSE

The aim is to achieve a favourable environment that facilitates the work-life balance of the Group's professionals, respecting the legislation in force in each country, ILO (International Labour Organisation) conventions and international best practices, and including the provisions of the fifth of the Sustainable Development Goals (SDGs) approved by the United Nations.

The scope of this Policy covers all persons within the Group, but also applies to Costa Brava Mediterranean Foods' relationships with customers or end consumers.

The qualitative and quantitative objectives related to this policy - including specific targets (such as percentage reductions), monitoring frequencies and expected trends - are defined in the document 'Sustainability Strategic Plan 2021-2025', available for review in the framework of external audits and verification processes.

*Note: this strategic document is available upon request to interested parties.*

## 2. COMMITMENTS

- **Assuming multiculturalism** as one of the main values of the Group, which at the date of signing the document has employed people of 50 nationalities.
- **To guarantee the quality of employment**, encouraging the maintenance of stable jobs, the continuous improvement of skills and competences of professionals.
- **Respect diversity**, promoting non-discrimination on grounds of race, colour, age, sex, marital status, ideology, political opinions, nationality, religion, sexual orientation or any other personal, physical or social condition among its professionals.
- **Developing the principle of equal opportunities**, which involves practicing and showing fair treatment that encourages personal and professional improvement:

- For promoting, career development and fair compensation: the knowledge and skills required to perform each job will be assessed.
  - Hiring: no wage differentials shall be made on the basis of personal, physical or social conditions such as sex, race, marital status or ideology, political opinions, nationality, religion or any other personal, physical or social condition.
  - Selection: the best professionals will be chosen through a selection based on merit and skills of the candidates.
  - Training: ensure the education and training of each professional in the knowledge and skills required for their work.
  - Support: to offer assistance to workers with disabilities, promoting their effective occupation.
  - Transparent communication: encouraging innovation and granting the necessary autonomy to the professional in the exercise of his or her functions.
- **Develop gender equality** within the Group in terms of access to employment, training, career advancement and working conditions, as a manifestation of the social and cultural reality, and in particular:
- To enhance the commitment to gender equality both in the Organisation and in society and to raise awareness of this issue.
  - Ensure the principle of equal opportunities in the professional development of both genders within the Group by removing barriers.
  - Analyse positive action measures to correct inequalities that may arise and to promote women's access to positions of responsibility where they are under-represented or unrepresented.
  - Seek a balanced representation in the different decision-making bodies and levels.
  - Promote the organisation of working conditions with a gender perspective, enabling the reconciliation of personal, working and family life.
  - Implement work-life balance measures that favour the personal and family life of its professionals and avoid, whenever possible, professional communications outside working hours.

- Promote collaborative programmes with educational organisations to promote the presence of the under-represented gender in training programmes.
- Collaborate in the fight against gender-based violence by establishing specific programmes that include protection, support and information for victims of gender-based violence.
- Eradicate the use of discriminatory language in any type of communication (corporate, internal or external).

- **Promote equality externally:**

- Promote the contracting of those suppliers that have internal equality measures of their employees and that comply with the provisions of this Equality, Diversity and Non-Discrimination Policy.

The Company pursues malpractice, encourages reporting of malpractice to managers and facilitates the submission of reports / complaints through the anonymous internal reporting channel ([canaldedenuncias@costabravafoods.com](mailto:canaldedenuncias@costabravafoods.com)) in case of any type of violation of the rights set out in this policy.


This policy is provided to all internal stakeholders, and information is given on the possible disciplinary measures that would result from non-compliance with the provisions of this document. This policy is available to external stakeholders on the Group's website and communication channels.

Both the management and sustainability committees, as well as the executives and managers of all Group companies, are responsible for monitoring and enforcing the provisions of this Policy.

**Review history:**

<b>Review</b>	<b>Date</b>	<b>Description of the modifications</b>
00	19/02/2021	Creation of the Group's Code of Ethics, as one of the main policies of Costa Brava Mediterranean Foods, with the aim of establishing principles of action at Group level, for all employees, and to make the aspects covered by this code clear to all stakeholders.
03	04/05/2023	Modification of the section on the whistleblowing channel and its associated email address. Update of the format of the policy.
02	12/03/2025	Review of the document to assess possible modifications. Specifications regarding scope, objectives, and responsible parties are added. This version history is included in the document to provide a public record of the changes that have taken place.

Girona, 12 March 2025



Signed Elisabet Cañiguerà Borràs.

President of COSTA BRAVA MEDITERRANEAN FOODS – GRUP CAÑIGUERÀ