

## **DIVERSITY, EQUALITY AND INCLUSION POLICY**

ALIANZA LOGISTICS seeks to foster a favourable environment for equal opportunities, non-discrimination, diversity and inclusion of all people in the organisation, following the SDGs and other international practices. Equal opportunities are key to professional progress, and diversity and inclusion are valued so that all people can develop their potential and feel valued and belonging to the organisation.

In order to achieve the objectives and commitments outlined in terms of equal opportunities, ALIANZA LOGISTICS assumes and promotes the following basic principles of action that should guide its labour relations:

- Guarantee quality employment as a fundamental means of promoting equal opportunities and non-discrimination. This includes encouraging the maintenance of stable jobs, with fair wages and occupational content that allows for the continuous improvement of workers' skills and competencies.
- Develop the principle of equal opportunities at work, practising and demonstrating fair treatment that encourages personal and professional progression of staff regardless of gender, age, sexual orientation, gender identity, religion, race, disability, etc.
- Establish a selection process where the most suitable people are chosen for a position through neutral selection tools and systems based on the knowledge and skills of the candidates and criteria of equal opportunities, non-discrimination and respect for diversity, while at the same time establishing specific actions to promote the inclusion of groups with less easy access to the labour market.
- Guarantee gender equality within ALIANZA LOGISTICS, complying with the legislation in force in each country and following international best practices, in order to comply with the principle of equal opportunities in professional development, removing obstacles that may prevent or limit careers due to gender. And to analyse the necessary measures of action to correct the inequalities that arise and to promote the access of the under-represented gender to positions of responsibility in which they are under-represented or non-represented.
- Protect pregnancy, childbirth and postpartum, as well as adoption as specific situations of the female professional group, avoiding that this could have a negative impact on their professional careers.
- Disregard initially that circumstances such as physical or intellectual limitations may be seen as obstacles in some tasks, and thus a barrier to proper integration in the workplace, considering them instead a valuable addition in other areas.
- Foster a sense of inclusion in our company group with the aim of ensuring that employees consider themselves part of the business project. The aim is that the values, principles and objectives of ALIANZA LOGISTICS are assumed as their own by the group's human team and that their contribution to it is perceived as an essential component of their professional development as well as of the development of the Alianza Logistics group.



- Alianza Logistics will encourage open and transparent communication and provide its employees with the opportunity to express their opinions and suggestions in a safe and confidential manner. Alianza Logistics will also strive to listen and respond to employee concerns and grievances in a fair and equitable manner.

Date of Approval: 18 October 2021

Approved by: Vicente Aguilar Galindo