

DIVERSITY, EQUITY & INCLUSION POLICY

This Diversity, Equity and Inclusion Policy sets out the commitments and lines of action of **Bodegas Vicente Gandia** to promote a culture of respect for diversity and inclusion in the workplace as key elements of the company's global strategy. The purpose of this Policy is to ensure a diverse and inclusive work environment that, not only responds to principles of social justice but also promotes the development of the business and contributes to the achievement of corporate goals.

With this Policy, the CEO of **Bodegas Vicente Gandia** expresses its commitment to equal opportunities and non-discrimination, positioning itself against any conduct or practice associated with prejudice due to any personal, family, economic or social characteristic or circumstance that may be a cause of discrimination.

The Diversity, Equity and Inclusion Policy applies to all of our company's activities, regardless of their nature and location, as well as to all its business relationships and stakeholders.

This Policy clarifies both the rights and responsibilities that must be assumed by all persons associated with the organization.

For its correct implementation, the entity will ensure proper compliance with the Policy and will periodically evaluate compliance with the commitments established therein.

The Diversity, Equity and Inclusion Policy endorses VICENTE GANDIA PLA's commitment to complying with the applicable laws in the countries in which it operates, as well as with international human rights rulings. For this reason, the following commitments are defined in terms of diversity, equity, and inclusion:

- Integrate and value the richness provided by the diversity of knowledge, skills, and different experiences of all the people linked to the organization.
- Expressly reject any discrimination based on gender, age, disability, nationality or culture, race, religious beliefs, sexual orientation, gender identity, expression or any other personal, family, economic or social condition.
- Promote working conditions that prevent harassment in the workplace, sexual harassment and harassment based on sex, by establishing specific procedures for its prevention, as well as for whistleblowing systems.
- Promote equal opportunities and equity as a central axis in human resources policies, promoting the personal and professional development of all the people who make up the company.
- Provide measures that promote work-life balance for all people so that they can develop both professionally and personally.
- Extend diversity and non-discrimination commitments to all stakeholders, especially suppliers and contractors, through the integration of diversity in procurement processes, recognizing the efforts of those organizations that promote diversity and inclusion.
- Promote inclusive, non-sexist and non-discriminatory language and communication towards people based on, among other things, their nationality, ethnic origin, skin color, marital status, family responsibility, religion, age, disability, social status, political opinion, HIV and health status, gender, sex, sexual orientation, gender identity and expression.

The Diversity, Equity and Inclusion Policy will be published on Happýdonia and on our website so that it can be accessible to all employees and other stakeholders who must apply and respect the Policy.

Any breach or issue related to the principles set out in the Policy may be reported to **Bodegas Vicente Gandia** through the Happýdonia whistleblowing channel or by sending the following email: comisioninvestigacion@vicentegandia.com.