

ID: 00.01	Diversity, Equity, and Inclusion Policy	
Version: 1.0	Dueño: RRHH, IT & SSGG	Security Level: PUBLIC
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DIVERSITY, EQUITY AND INCLUSION POLICY

Proposed by

Reviewed by

Approved by

RRHH

IT

SSGG

Date: 23/04/2024

Date: 28/04/2024

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1. PURPOSE AND OBJECTIVE

This Diversity, Equity and Inclusion Policy sets out Entiba Energy's commitments and lines of action 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 guarantee a diverse and inclusive work environment that, in addition to responding to principles of social justice, promotes business development and contributes to the achievement of corporate objectives.

Through this Policy, Entiba Energy expresses its firm 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.

KEY CONCEPTS

The key concepts underpinning this Policy are:

- Diversity, understood as the variety of characteristics, visible and non-visible, that make people different, unique and singular.
- Equity, referring to the effort to ensure that all people receive fair treatment that allows them to access the same opportunities taking into account their differences and circumstances.
- Inclusion, a concept related to the integration and participation of all employees, thus valuing the individual characteristics of all people so that within the organization they feel recognized, valued, respected and free to be who they are in their work context.

2. SCOPE AND RESPONSIBILITIES

The Diversity, Equity and Inclusion Policy applies to all the entity's activities, regardless of their nature and the place where they are carried out, 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 related to the entity.

For its correct implementation, the entity will ensure that the Policy is correctly complied with and will periodically evaluate compliance with the commitments established therein.

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3. COMMITMENTS MADE BY THE COMPANY TO THIS POLICY

The Diversity, Equity and Inclusion Policy underlines Entiba Energy's commitment to compliance with the laws applicable in the countries in which it operates, as well as with international human rights rulings. Therefore, the following commitments are defined in terms of diversity, equity and inclusion:

1. Integrate and value the richness provided by the diversity of knowledge, skills and different experiences of all the people linked to the organisation.
2. 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.
3. Promote working conditions that prevent harassment in the workplace, sexual harassment and harassment based on sex by arbitrating specific procedures for its prevention, as well as for channelling complaints or claims.
4. To 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.
5. To provide measures that favour the balance between work and personal life for all people so that they can develop both professionally and personally.
6. Promote 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.
7. Promote language and communication that is not sexist or discriminatory 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.

4. INQUIRIES AND COMMUNICATIONS

The Diversity, Equity and Inclusion Policy will be published 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 Entiba Energy through the complaints channel on the website

ENTRY INTO FORCE

This Diversity, Equity and Inclusion Policy was approved by Entiba Energy's CEO, April 2024.