



GENERAL POLICIES

General Equality, Diversity and Inclusion Policy of the Acerinox Group

16 December 2021



GENERAL EQUALITY, DIVERSITY AND INCLUSION POLICY OF THE ACERINOX GROUP

1. - Introduction

Equality, diversity and inclusion are essential objectives for the Acerinox Group in order to promote a situation of fairer working and a greater contribution of talent, ideas and solutions by the people who work there.

This Policy must promote an environment that ensures equal opportunities and the absence of any discrimination, whilst also promoting diversity and the inclusion of the Group's professionals, at all times in accordance with the legislation of each country and following best international practices.

2. - Sphere of application

This Policy applies to all the companies that make up the Acerinox Group and binds all the governance bodies of the Group and their companies, the managers, workers and, as appropriate, the persons or entities that provide services or that supply goods to Group companies.

3.- Basic principles of action

To achieve its objectives and commitments to equal opportunities, inclusion and diversity, the Group assumes and promotes the following principles of action that should guide its labour relations:

- a) Group companies will ensure the quality of employment as a fundamental means of promoting equal opportunities and non-discrimination, and will foster the maintenance of a high proportion of stable and quality jobs.
- b) They will implement the principle of equal opportunities in the workplace and provide fair treatment that encourages the personal and professional advancement of the Group's workforce.
- c) Group companies will strive to maintain a system that adequately assesses the knowledge and skills required to perform work, through objective assessment and performance measurement systems.
- d) Equal opportunities, non-discrimination and respect for diversity criteria will be taken into account in the setting of individual proposals for objectives and the assessment of performance. Value will be placed on the contribution of professionals to the creation of value and their dedication and responsibilities in the discharge of their duties.
- e) Support will be provided to professionals with differing abilities, promoting their effective employment and the quality of their professional life. Respect and, where appropriate, improve local employment rates of people with impaired capacity.

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- f) Promote gender equality at the Group, complying with the legislation in force in each country and following international best practices, in particular with regard to access to employment, training, career advancement and working conditions.
- g) Positive action measures will be analysed and, where appropriate, implemented to redress inequalities and to promote access by an under-represented gender to positions of responsibility in which it has little or no representation and, where appropriate, access by under-represented and disadvantaged minority groups.
- h) Mechanisms and procedures for recruitment and professional development will be put in place across the organisation in order to facilitate the presence of the duly qualified under-represented gender in areas where the representation thereof is insufficient.
- i) There will be a move towards a balanced gender representation in the various decision-making bodies and tiers, thereby ensuring participation in conditions of equal opportunity across all the Group's areas of consultation and decision-making.
- j) Cooperation programmes will be promoted with educational institutions to encourage the presence of a gender in careers and training programmes when the presence of one of the genders is markedly lower than that of the other.
- k) There will be collaboration in the fight against gender-based violence through specific measures that include protection, support and information measures to accompany and protect its victims.
- l) In addition to promoting gender and skills diversity, backing will be given to the interests of other minority groups within the Acerinox Group that wish to participate in the company, such as LGTBIQ+ groups, minority ethnic and religious groups, etc.
- m) Also, the Acerinox Group will endeavour to ensure that these principles of equality, inclusion and diversity action are conveyed to the companies that supply goods or provide services to the Group for their application thereat.
- n) The Acerinox Group will define indicators to establish annual objectives in terms of equality, diversity and inclusion, and to measure the degree of the progress achieved.

4.- Validity, critical review and updating

This General Equality, Diversity and Inclusion Policy will come into force from 1 January 2022 onwards.

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This Policy will be critically reviewed in view of the objectives achieved and, where appropriate, updated to adapt it to possible changes that may occur in general applicable regulations.

The monitoring, verification of compliance and updating of these principles and objectives is the responsibility of all the executives of the Group companies.

5.- Body of Sustainability Regulations

Following is a list of the policies that, together with this General Equality, Diversity and Inclusion Policy, have been adopted by the Acerinox Group in order to establish and achieve its sustainability objectives:

- a) General Sustainability Policy of the Acerinox Group.
- b) General Human Rights Policy of the Acerinox Group.
- c) General Equality, Diversity and Inclusion Policy of the Acerinox Group.
- d) General Health and Safety at Work Policy of the Acerinox Group.
- e) General Recruitment and Promotion Policy of the Acerinox Group.
- f) General Responsible Purchasing Policy of the Acerinox Group.
- g) General Sustainable Production and Marketing Policy of the Acerinox Group.
- h) General Climate Change Policy of the Acerinox Group.

These policies, as well as the rest of those adopted by the Acerinox Group, can be consulted at the following link:

<https://www.acerinox.com/en/gobierno-corporativo/General-Policies/>

The following are also part of the Group's Sustainability Policies:

- a) The Code of Conduct and Good Practices of Acerinox, S.A. and its corporate Group.
- b) Any other rules or standards approved in the future by the Board of Directors of Acerinox, S.A. and those approved by the various companies of the Group in the implementation of the above.

Approved by: the Board of Directors of ACERINOX, S.A.