

DIVERSITY POLICY

1. Objective

Be the means in Grupo Rotoplas to foster equality of treatment, respect for diversity and coexistence, as well as the inclusion of those groups in vulnerable situations. This policy guides the way in which we select and recruit new collaborators, the internal promotion, the remunerations and benefits, and the daily relationship within the teams.

We also seek to recognize diversity as a strength for the company, allowing it to attract new ideas and perspectives.

2. Scope

Applies to all Grupo Rotoplas' collaborators in the different countries where we operate, as well as to those third-party collaborators who work in our facilities.

In addition, we extend the purpose of the Policy to our suppliers, integrating it as part of the environmental, social and corporate governance (ESG) excellence guidelines that are requested under the Sustainable Purchasing Policy.

It also guides communication and dealings with our customers, solution users and other stakeholders.

3. Description and focus

It offers the basis for fairness and respect in teams, throughout operations and in different professional profiles, as well as in the relationship with other stakeholders. Endorses our commitment to respect human rights and the dignity of people in order to accept, support and leverage the benefits resulting from the differences of employees.

We believe that diversity enriches the working environment and we seek to guarantee a suitable working environment for the development of talent. In addition, it drives innovation, improves our competitiveness and gives us guidelines for better customer and user service.

It is complementary to our Human Rights Policy and the Code of Ethics and Conduct.

4. Terms and Glossary

Harassment: Repeated aggressive and disrespectful behavior, in a physical, mental and/or emotional manner, intended to hurt and annoy an individual.

Human rights: Those inherent to all human beings, without distinction of any condition; universality is established by international law, in addition to its integration into national regulations and guidelines companies and social organizations.



Disability: A situation that encompasses deficiencies, activity limitations, and participation restrictions. Deficiencies are problems that affect a body structure or function; activity limitations are difficulties in performing actions or tasks, and participation restrictions are problems in participating in life situations.

Discrimination: Actions of distinction, exclusion and restriction that are intentionally or unintentionally carried out based on intolerance, rejection and ignorance and that result in hindering, belittling and restricting the value, equality and recognition of a person's human rights, all due to individual differences and characteristics.

Diversity: A value that recognizes the originality and plurality of identities within a group and the value they bring to the whole.

Equity: fair treatment between individuals based on their respective needs, either with equal treatment or with a differentiated treatment that is considered equivalent in terms of rights, benefits, obligations and possibilities.

Gender: A set of ideas, behaviors and attributes that a society considers respective to each sex, based on socio-cultural facts beyond biological facts.

Sexual identity: the perception that each individual has of themselves, their body and the physical traits that they present, which may or may not correspond to the sex with which they were born. It is the concept one has of oneself and the way one lives, feels and carries out in the public sphere.

Equal opportunities: It is equal and fair access to opportunities for all people, regardless of their identity and characteristics, recognizing that each individual is worthy of consideration.

Intolerance: It is the lack of acceptance towards other people and their differences with oneself.

Sexual orientation: each individual's ability to feel emotional, affective, and sexual attraction to another person, regardless of their characteristics and identity.

Sex: Biological, anatomical, physiological and chromosomal differences of human beings that define them as men or women.

Operating unit or work center: place or places, such as plants, distribution centers, offices or other types of facilities, where Rotoplas Group activities are carried out, where company collaborators or third parties work at the request of the company (e.g. contractor workers).

5. Roles and responsibilities

Service Vice-president: responsible for supervising the performance of the Human Capital Area.

Human Capital: Ensure compliance with the Diversity Policy in all workplaces and by the Rotoplas Group staff, including the following detailed responsibilities:

- **Human Capital Director:** To set strategic guidelines for the area's processes (e.g. selection, recruitment, performance evaluation, etc.), considering that they comply with the guidelines of this Policy, as well as supervising that they are implemented by the different people in charge. Also ensure compliance with the Policy in the other areas of Grupo Rotoplas. It is also responsible for analyzing non-

compliance and proposing the corresponding sanctions in coordination with the Legal affairs Area; the most significant cases are analyzed and resolved in the Ethics Committee.

- **Human Capital Coordinators in plants:** In charge of supporting compliance with the Policy by the different Human Capital teams and the rest of the Grupo Rotoplas' areas, attending to any doubts that may arise. Periodically evaluate the status in this regard, informing the Human Capital Director of the breaches, risks and opportunities in the practical implementation of the Policy.

Ethics Committee: to analyze with a multi-area approach the implementation of the Diversity Policy in Rotoplas as a whole, as well as to follow up on the strategy and related initiatives that may arise. In addition, analyze those cases of non-compliance with the Policy that are of greater significance and establish measures in response; this function extends to the set of breaches of the Code of Ethics and Conduct and other policies in related areas. It will deal with all those cases that apply to the top management of Human Capital.

Legal affairs Manager: to ensure the alignment between the Code of Ethics and Conduct, the present policy, and the other related instruments, participates in decision making regarding the most significant cases based on the analysis shared by its working structure.

Compliance attorney: in charge of recording and following up complaints of breaches of this policy and the Code of Ethics and Conduct. He works in collaboration with the representatives of Human Capital and Sustainability in the promotion of the guidelines of the policy, as well as in the analysis of associated risks.

Sustainability and Institutional Businesses Vice President: Promote in Grupo Rotoplas the consideration of diversity as a key aspect for the development of the company, integrated in its sustainability strategy through the contribution to innovation, the richness of teams for the relationship with other stakeholders and respect for human rights.

Sustainability Coordinator: Support the Diversity Coordinator, participating in those initiatives that are proposed internally to promote the guidelines of the Policy, as well as in the analysis of risks and opportunities. Also, with the approval of the Human Capital Director, you will be able to report on the Policy and its progress to the Sustainability Committee.

6. Guidelines

6.1. General

- Diversity is inherent to Grupo Rotoplas, with a large workforce that spans different countries and in which different generations coexist.
- We establish the guidelines for proper management and implementation of the guidelines that ensure fair, respectful and appropriate treatment towards and among our collaborators. We also develop monitoring and evaluation mechanisms to ensure compliance.
- We respect individual differences and forbid discrimination within and outside the company, as well as harassment, violence and any other manifestation of intolerance. This prohibition applies to all of our employees, in different workplaces and countries.

- We include among the individual characteristics to be protected and respected: political and/or religious affiliation, physical appearance, social and/or economic condition, state of health, disability, age, marital status, nationality and/or ethnic origin, sexual orientation, sex and/or sexual identity, family situation and other characteristics that make up the identity of our employees.
- We promote appropriate behaviors for equal treatment and respect for diversity, building a culture of coexistence.
- Our approach is integral to the set of countries in which we operate, adhering to the Universal Declaration of Human Rights, overcoming the differences in collection and legislation that may exist between them, taking as a baseline the most guarantee scenario.
- This policy is complemented by the provisions of the Human Rights Policy and the Code of Ethics and Conduct and serves as a reference framework for the incorporation of a diversity approach in the relevant set of policies and procedures. It is a requirement for each collaborator to know it, as well as to respect and execute the guidelines it establishes.

6.2. Recruitment and Selection

- We guarantee equal opportunities when applying for positions made available by the company and we require that all offers are made public, through channels that allow participation and competitiveness.
- We do not introduce previous biases for the exercise of the candidacy; in all cases the training and competence characteristics required for the exercise of the position will be made public.
- A standard, blind resume format is established for the applications, which must be completed by the interested parties and will be the only valid one to opt for the selection process; it does not require information beyond basic, technical and/or higher training, competencies, previous professional experience and work situation. In addition, the collaborators in charge of the selection are prohibited from asking the candidate for information in this respect.
- We train the collaborators in charge of the processes for an inclusive exercise and sensitize the team leaders in charge of the final selection. We seek to guarantee the absence of discriminatory biases in interviews, as well as in the hiring conditions that arise,

6.3. Appointment of Board Members

- The diversity guidelines extend to the Board of Directors.
- The company has guidelines for the appointment and re-election of directors that focus exclusively on professional merit and attributes, excluding any type of discrimination based on the identity of the candidates. The final election of the members of the Board of Directors is responsibility of the General Shareholders' Meeting.

6.4. Remunerations

We guarantee the establishment of remunerations within the framework of tabulators per job profile, considering the professional experience and skills of the employee. If the position is variable, the employee will be transparently informed, as well as the conditions for the delivery of the position.

6.5. Conciliation

- We offer flexibility to facilitate the conciliation of work and personal life, extendable to any family model and situation of the collaborator.
- We extend maternity and paternity leave beyond the legal limits in each country, equating the days between all our employees regardless of where they work and the job profile. We also give days of leave in case of adoption.
- We facilitate work schemes that allow the collaborator to attend to personal and family circumstances, including options to reduce working hours. In no case, the use of this benefit by the employee can be a trigger or an aggravation for a process of disassociation from the company.
- We declare that any conciliation measure that is executed must be granted on an equal basis among employees.

6.6. Performance evaluation and promotions

- The methodology followed for performance evaluation, including the criteria analyzed, must be available to employees for their knowledge.
- The process is based exclusively on the employee's performance and results, according to his or her position.
- We encourage those collaborators with a team in charge to inform the members of what is expected of them, in accordance with the type of activity, rank, strategy of the area and of the company. We look for a fluid communication that facilitates feedback and achievement of objectives.
- The internal promotion process ensures equal opportunities in the development of the professional career of our collaborators, considering exclusively the performance and professional results of each one.
- All vacancies available for collaborators who are already part of the company will be public for the entire staff, allowing their application.
- Under no circumstances may conditions be set for the employee to meet beyond training, skills and experience.
- Under no circumstances do we allow behavior that threatens the respect and dignity of the person, whether disrespectful, harassment or harassment, as part of a promise of benefit and/or promotion.

6.7. Operation

- We encourage internal and external communication to be based on non-discriminatory language, avoiding any type of expression that introduces biases and threatens the dignity of the person.
- In the mechanisms and platforms for communication we will facilitate comprehension by any interlocutor, independently of their visual and/or auditory capacities.
- The use of the masculine as generic to refer to both sexes corresponds to the adoption of the linguistic normative framework.
- In the different countries in which we operate, we promote communication with the communities of users considering the original languages, as well as cultural factors that do not threaten fair treatment. We require our collaborators to resolve conflicts and differences of opinion in an environment of respect and excluding behaviors that alter the work environment.
- In Grupo Rotoplas we understand the different needs of each individual, offering adequate facilities for the development of the professional activity. We guarantee accessibility in workplaces and positions, including

the relevant infrastructure to avoid gender biases (bathrooms, dressing rooms) and/or physical or mental disability.

- We offer support material for the prevention of discrimination, intolerance, violence and harassment through education to our employees, seeking to raise awareness. We offer support and tools related to what is mentioned in this policy, for the diversity needs that arise in each workplace. Requests are made to the Human Capital Area, which will evaluate the same for the delivery of recommendations or other relevant support.

6.8. Evaluation and monitoring

- We undertake to evaluate the outcome of our progress in implementing and complying with this policy, through the corresponding areas and committees and based on the metrics we establish in this regard.
- We promote accountability at Group level with respect to the consideration of diversity guidelines and transparency in performance. We communicate to our employees and other stakeholders our commitment to diversity, the actions carried out and their results.

6.9. Denunciation and treatment

- Any conduct and incident of discrimination or harassment may be reported by employees to the company as well as by third parties when it involves any of our employees. It extends to any case of non-compliance with the guidelines of this Policy, the Code of Ethics and Conduct and the Human Rights Policy.
- In our Code of Ethics and Conduct, we include a non-exhaustive reference to the situations we consider harassment.
- We make the "*Confía Rotoplas*" channel available to employees and other interested parties, so that they can report any breaches and circumstances of which they are aware.
- Our collaborators have the responsibility to report any inappropriate behavior, related to discrimination, harassment, violence and harassment for the purposes of this policy.
- The "*Confía Rotoplas*" platform is managed by an independent third party, complaints can be made anonymously, and are brought to the attention of the Legal Affairs and Human Capital Areas. This team analyzes them and channels them to the implied areas so that their teams can go deeper into the cases.
- According to the result of the investigations by the company, sanctions will be established, including communication to the pertinent authorities. Any collaborator and/or third party may also proceed to make the denunciations through the public authorities, responding to the company with the support that may be required by them.
- On the part of the company, sanctions may range from warning to the end of the employment relationship, and the aforementioned report to the competent authorities.
- The Ethics Committee oversees evaluating the most significant cases of non-compliance and presenting the pertinent response.

6.10. Promotion of alliances

- At Grupo Rotoplas we know that respect for diversity and the development of greater awareness require the collaboration of different agents.

- From the company we value and seek alliances with knowledge and experience in the matter, as well as support those initiatives of third parties that contribute to respect and coexistence.
- We promote a frequent dialogue between the company and those organizations that represent the different diversities that make up our staff, in order to work in the most appropriate and inclusive work environment.
- We create alliances whose objective and activities respond to the focus of this Policy.