



inke

Política de diversitat i inclusió

Política de diversidad e inclusión

Diversity and inclusion policy

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DIVERSITY AND INCLUSION

1. Purpose

Inke S.A. (henceforth, Inke) is committed to supporting diversity in all its forms and creating an inclusive culture. We believe that all professionals have the right to equal opportunities and a work environment that promotes respect, well-being, and social cohesion.

Inke's Diversity and Inclusion Policy (henceforth, the Policy) outlines our approach to these matters as well as our commitments and measures to ensure fair treatment and opportunity for all.

2. Scope and principles of application

This Policy has a global scope and is applicable to its business activities in all geographies and its relations with third parties.

This policy is based on the following principles:

2.1. Respect for human rights

Diversity and inclusion are linked to fundamental human rights; therefore, it is our priority to establish the means necessary to build an adequate system that protects every individual.

2.2. Zero tolerance for discrimination

Inke rejects any kind of discrimination on the basis of age, color, disability, ethnicity, gender, gender identity, illness, marital status, nationality, parent/carer responsibilities, political opinion, race, religion or beliefs, sexual orientation, social background, training background, or any other condition.

2.3. Promotion of diversity and inclusion as a key competitive advantage

Inke views diversity and inclusion as vital elements to achieving our goals and go hand-in-hand with our values as a company. We recognize the unique and valuable contribution of each person to value creation.

3. Commitments

To materialize the abovementioned principles, Inke is committed to operating responsibly, following the prescriptions of international and national laws, and beyond legal requirements, integrating and promoting the best practices on diversity and inclusion in all our activities. Thus, Inke has structured its commitments in six areas of work:

3.1. Equality in talent management processes

Recruitment and selection. Observing the principle of equal opportunities, establishing suitable measures to fairly select candidates based on objective criteria, removing unconscious bias and any other form of discrimination.

Pay equity. Ensuring that compensation is fairly determined and elements such as gender, social background, disability, or any other type of discriminatory factor are excluded from this exercise. Compensation shall be based on merit, performance, and the eligibility criteria set out by the Company.

Career development. Adopting procedures to enhance professional development based on a clear set of criteria, valuing performance and individual and collective goals established by the Company rather than assumptions.

3.2. Inclusive working environment

Sense of belonging. Cultivating a diversity-focused culture that recognizes the intrinsic value of multiculturalism, differences and individual characteristics through measures that enable the teams to be part of it and develop a strong sense of belonging.

Inclusive and non-discriminatory language. Encouraging the use of inclusive and non-discriminatory language in all forms of interactions and communications, both with internal and external stakeholders, supported by the values of respect, openness, and collaboration.

Inclusive workplace facilities. Procuring the use of facilities that guarantee accessibility and adaptation to people with special needs, leading to the creation of a space in which everyone feels included and integrated.

Work-life balance. Striving to achieve appropriate work-life balance measures such as family-friendly policies, working time flexibility, homework schemes, "return to work" programs, among others, being mindful of individual needs.

Non-discrimination and anti-harassment. Prohibiting all forms of discriminatory and harassment practices of any nature (sexual, psychological, verbal, physical, etc.) and establishing suitable and effective grievance channels.

3.3. Specific measures to foster gender equality

Encourage female talent and progression. Guaranteeing the application of the principle of equal opportunities in all stages of the career progression of our women professionals, avoiding any practices that might hinder their advancement.

Gender equality plans. Acknowledging gender equality as a priority and developing action plans and mechanisms that help to achieve a balance representation of genders in all functions, especially in decision-making bodies.



Maternity/Paternity measures. Adopting a maternity/paternity internal policy based on equitable criteria with specific measures that help the individual to feel supported and protected in an environment free of gender-based discrimination.

3.4. Development of internal capabilities

Training and awareness. Guaranteeing that appropriate training is provided to all professionals focused on diversity, inclusion, and equality, providing the right tools to foster a culture free of discrimination. Additionally, awareness programs of relevant policies adopted by the Company shall be designed.

Inclusion and diversity in decision-making. Designing specific training tools including leadership programs that embed inclusion and diversity as a necessary element to consider in all decision-making processes.

4. Governance and monitoring of the Policy

This Policy has been approved by the Board of Directors of Inke. Regular monitoring will be enforced to ensure compliance with the Policy's provisions, adopting a focus on continuous improvement. In this sense, Inke will periodically review its processes and mechanisms, to ensure progress in all relevant fields.

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CEO

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