

MANIFESTO FOR EQUALITY

DIVERSITY AND INCLUSION IN ACEQA GROUP

WE ARE COMMITTED TO

Recognising and valuing the Diversity of each individual for personal and professional growth and for the growth of our Company.

Creating an inclusive working environment based on dialogue, respect, listening and appreciation of each person by promoting values inspired by gentle leadership, the principles of equal opportunity, ethics, competence and merit.

Considering the different personal characteristics to foster a more inclusive work culture that allows everyone to contribute.

Making the most of the peculiarities that differentiate us for sustainable growth and for value creation.

Promoting harmony in our work, family and personal lives through greater work-life balance.

Adopting inclusive attitudes in our work environment against discrimination due to gender identity, sexual orientation, being differently abled or due to health conditions, visible or not, due to different religion, ethnicity, age and all those characteristics that do not allow us to express our potential, to fully appreciate the uniqueness of each one of us.

Overcoming, conscious and unconscious bias in our relationships with our colleagues and reducing the gap that may still exist between our intentions and our behaviour.

Encouraging an inclusive work environment, where everyone can feel free to be themselves and to enjoy freedom of thought. A place where dignity and respect for fellow human beings go beyond any considerations of social status or hierarchy.

Fostering, without any prejudice, decisions on hiring, training and career development based on the skill, merit, experience and professional potential that people possess.

Communicating our dedication to all our suppliers and stakeholders in order to involve them and encourage them to respect and expand on our principles with regard to Diversity and Inclusion.

Being considered equally, while respecting our individuality, not different in our equality, but equal in our diversity.

