



# Non-discrimination policy

In the ADER Group, as signatories of the UN Global Compact, we own the principles that the UN shares, understanding that the principles of equality and non-discrimination are part of the basis of the rule of law. As the Member States pointed out in the Declaration of the High Level Meeting on the Rule of Law, "all persons, institutions and entities, public and private, including the State itself, are obliged to comply with fair, impartial and equitable laws, and they have the right to equal protection of the law, without discrimination "(para. 2). They also pledged to respect the equal rights of all, without distinction on the grounds of ethnicity, sex, language or religion (para. 3).

The ADER Group, as part of a multinational holding company with a presence in three continents, has in its personality the need to strengthen ties at an international level by promoting activities and experiences that require the human and personal connection between different cultures, values and norms. Our business group includes thousands of people of different cultural, religious, sexual sensitivities, etc ... which makes us an incredibly diverse company that connects people with very different cultures, values and norms.

In the Declaration of the High Level Meeting on the Rule of Law, Member States also recognized the importance of ensuring that women, on the basis of equality of men and women, fully enjoy the benefits of the rule of law, acting to defend the equality of their rights and achieve their full and equal participation, and work with the commitment to establish appropriate legal and legislative frameworks to prevent and combat all forms of discrimination and violence against women and ensure their empowerment and full access to justice.

For all this, the ADER Group staff is responsible for complying with the equal working conditions set forth in this policy.

The ADER Group is committed to offering all its staff, suppliers and customers and to those who request it:

- Actions to prevent and eliminate any act of discrimination.
- Fair and equitable treatment of all clients that require the services of the ADER Group regardless of their physical condition, race, religion, cultural ideology or any other situation that distinguishes it.
- Respect for diversity and individuality.
- Equal opportunities.
- The divulgation of a plural and tolerant culture.
- The absolute rejection of any act of violence.
- The cancellation of any practice that threatens the dignity of people.
- The impulse to gender equity and labor equity.
- Respect for the right to free expression of ideas, without prejudice to the rights of others.
- The respectful and inclusive coexistence.

Therefore, the ADER Group promotes a culture of non-discrimination towards any person in the aspect of hiring, promotion of positions and conditions of employment, for reasons of:

- Skin color, ethnicity, nationality, religion, sexual orientation, gender identity or marital status
- Gender identity
- Age and family situation
- Disability
- Pregnancy
- Political belief
- Physical appearance

**Jordi Iglesias**  
CEO