

LLYC

OUR COMMITMENT TO DIVERSITY, EQUITY AND INCLUSION

LLYC's commitment to Diversity, Equity and Inclusion (DEI) embraces an inclusive culture that guarantees equal opportunities, diversity and non-discrimination, committed to professional excellence and the quality of life of our team.

The cornerstones and commitments of the company at a global level are outlined below, though they may also be adjusted to the local circumstances in our individual operations.

CORNERSTONES

- We seek to ensure that **every member of our team is heard and their opinion is taken into account**. We value a diversity of points of view, so that our projects and customers can benefit from a differential approach.
 - **Diversity management encompasses the commitment to centralizing** the individual and collective growth of our teams, comprising different profiles, cultures, origins, races, genders, ethnicities, ages, education, etc., all enriching the organization and improving the quality of our work.
 - We believe that **inclusion** is the integration of differences and the eradication of any barriers hindering everyone's full participation in the organization, working together with differences, achieving objectives and developing equal opportunities.
 - **We promote a fair, open, inclusive culture** that fosters a diverse workplace and promotes a work environment in which trust and mutual respect are the backbone of everything we do. **We strive to make integration and recognition of merit a distinctive feature of our culture.**
 - **We are moving forward** in a process of **continuous improvement towards an organization with diverse, creative and innovative teams.**
3. We provide specific training on diversity, equity and inclusion to all our teams, particularly to leaders and teams in charge of recruitment and career development.
 4. We encourage individuals with diverse profiles at all levels of the organization.
 5. We prioritize the internal mobility of our professionals across all our areas and offices, highlighting the advantages of diversity of experience, skills and points of view.
 6. We ensure that internal and external communications and publications include images and language that reflect the diverse reality of the people who are part of the company.
 7. We ensure that training activities are accessible to all employees.
 8. We are committed to improving workspaces to ensure accessibility for everyone with special needs and we also strive to eliminate barriers that prevent our teams from participating on equal footing.
 9. We promote the exercise of the rights of conciliation and co-responsibility, to enable the reconciliation of family, personal and work life and the well-being of all team members.
 10. We have Zero Tolerance for discrimination and harassment of any kind.
 11. We are committed to conducting regular Diversity and Inclusion diagnostics that will provide insight into our activities and facilitate decision-making with a view to continuing our progress on these commitments.

COMMITMENTS

1. We guarantee equal opportunities in every company process, including selection and hiring, training, promotion, development, remuneration and working conditions.
2. We promote inclusive leadership models that foster an organizational culture rooted in the principles of diversity and inclusion and value the contribution of the company's diversity to respond to challenges through innovative approaches.

LLORENTE Y CUENCA