



Diversity and Equality Policy

Diversity and equal opportunities are fundamental values among the principles that make up Cox's ethics code.

This policy is based on the conviction that any person deserves the utmost consideration and dignity, regardless of their racial or ethnic origin, nationality, sexual orientation and gender identity, religion, opinion, age, disability or different abilities.

Cox places the person at the center of the company and all its actions are based on personal and professional respect, recognizing Diversity as a competitive advantage.

The Diversity and Equality Policy is based on the following:

Principles and Commitments

- Promote a culture of Diversity and Equality through specific training and information.
- To carry out business management that inspires and promotes Diversity and Equality, encouraging the recognition and inclusion of all people, avoiding any discrimination, unequal or disrespectful treatment.
- Ensure equal opportunities.
- Combat any situation, behaviour or attitude of violence and harassment that may occur in the company, using the channels established for this purpose.
- Favor a balance between family and professional life by implementing flexibility measures.
- Recognize maternity as a social and universal value that should not have negative effects on the rights and professional development of women.



- Encourage the participation of women in the different government and management departments.
- Involve all the company's collaborators and clients in this Policy.
- Make active monitoring of the effective application of this Policy.

A handwritten signature in blue ink, appearing to read 'Pablo Barrasa Ruiz'.

Pablo Barrasa Ruiz
Global People Director Cox