



## Labour Social Responsibility Policy

---

Cox is a socially responsible company and as such assumes as its own the ten principles that make up the United Nations Global Compact, and for the purposes of this Policy, those referring to the rejection of forced labour, child labour and discrimination in employment, as well as those referring to respect for freedom of association and collective bargaining.

Based on this declaration of principles and in accordance with our Human Resources, Health and Safety, and Diversity and Equality Policies, the company's Labour Social Responsibility policy is based on the following:

### Commitments

- Ensure compliance with applicable legal regulations.
- Promote the principles of the UN Global Compact in our scope of action.
- Recruit, hire, train and promote the most suitable people, regardless of racial or ethnic origin, nationality, sexual orientation and gender identity, religion, opinion, age, disability, different abilities, avoiding any type of discrimination.
- Management of people based on personal and professional respect, recognition and continuous training.
- Ensure an appropriate culture and performance in terms of Health and Safety.
- Create the conditions for a balance between the personal and professional fields by establishing flexibility measures.
- Maintain a constant and open dialogue with employees, their representatives and trade unions.
- Remunerate the services rendered by its employees with salaries in accordance with the applicable legal and conventional regulations.
- Evaluate and review our social behaviour by carrying out work climate surveys, reporting it in a transparent manner and establishing continuous improvement programs.



- Integrate the management of Social Responsibility at Work into the Company's corporate strategy.

December 2023 revision

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

**Pablo Barrasa Ruiz**  
Global People Director Cox