Diversity, Equity and Inclusion Policy

Among the core principles of Cox's Code of Ethics is a fundamental commitment to diversity, equity and equal opportunities, and inclusion.

This Policy is grounded in the conviction that every individual deserves the highest level of respect and dignity, regardless of racial or ethnic origin, nationality, sexual orientation, gender identity, religion, opinion, experiences, perspectives, age, disability, or different abilities.

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

The Diversity, Equity and Inclusion Policy is based on the following:

Principles and Commitments

- Integrate Diversity, Equity and Inclusion into the business strategy.
- Foster a culture of Diversity, Equity and Inclusion through targeted training and communication.
- Promote business practices that inspire and support Diversity, Equity and Inclusion, encouraging the full recognition and participation of all individuals, while preventing any form of discrimination, unequal treatment, or disrespectful behavior.
- Ensure equal opportunities for all.
- Prevent and address any situation, behavior, or attitude involving violence or harassment within the company, making use of the established reporting channels.
- Support work-life balance by implementing flexible work measures.
- Recognize motherhood as a social and universal value that must not negatively affect women's rights or professional development.
- Promote the participation of women in various governance and management bodies.
- Engage all employees and clients in the implementation and promotion of this Policy.
- Communicate progress and challenges in a transparent manner.

Reviewed in January 2025

Pablo Barrasa Ruiz

Cox People Director