



Labour Social Responsibility Policy

Cox is a socially responsible company and, as such, adheres to the ten principles of the United Nations Global Compact as its own.

Based on this declaration of principles and in alignment with our Human Resources, Health & Safety, and Diversity, Equity & Inclusion policies, the company's Labour Social Responsibility Policy is grounded in the following:

Commitments

- Ensure compliance with all applicable legal regulations.
- Promote the principles of the United Nations Global Compact within our sphere of influence.
- Recruit, hire, train, and promote the most suitable candidates regardless of racial or ethnic origin, nationality, sexual orientation and gender identity, religion, beliefs, age, disability, or different abilities, avoiding any form of discrimination.
- Manage people based on personal and professional respect, recognition, and continuous development.
- Ensure a strong culture and responsible practices in the area of Health and Safety.
- Foster conditions that support work-life balance through the implementation of flexible measures.
- Maintain open and ongoing dialogue with employees, their representatives, and trade unions.
- Provide fair compensation for the services rendered by employees, in compliance with applicable legal and collective bargaining standards.
- Evaluate and monitor our social performance through employee engagement surveys, report results transparently, and implement continuous improvement programs.

Reviewed in January 2025

A blue ink signature of Pablo Barrasa Ruiz, written in a cursive style.

Pablo Barrasa Ruiz

Cox People Director