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Process responsible: GH

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## Gender Equality Policy

### • GENDER EQUALITY POLICY

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Celsia and its affiliated companies, in accordance with its human rights and diversity and inclusion policies, promotes gender equality as a key element of its organizational culture. To this end, it puts into practice and promotes equal opportunities at work; quality of life and the balance between personal and work life with co-responsibility; egalitarian participation in training, cultural and employment activities, aiming for equitable benefits in personal and professional development and progress. It rejects any type of discrimination or violence, and establishes mechanisms to prevent and address any form of harassment.

This policy applies to all direct and indirect employees, contractors, and other third parties that have a relationship with the company and access to our facilities. All the above in the search for the sustainability of the company and its employees.

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## CHANGE CONTROL

VERSION	DATE	JUSTIFICATION OF THIS VERSION
1	5/01/2020	Document creation