

# Corporate Equality and Diversity Policy

## Purpose

For URBASER, sustainability is the balance between environmental, social and economic responsibility. URBASER's presence in international environments involves a number of different cultural, social and demographic situations, in which people have different needs, attitudes, values, motivations and knowledge.

This Policy reflects the Company's commitment towards achieving a working environment that is based on equal opportunities and treatment for men and women, fostering inclusion and diversity within the workforce, encouraging working environments where understanding and acceptance are the norm, where all persons are respected and where there is zero tolerance for any kind of discrimination.

## Scope of application

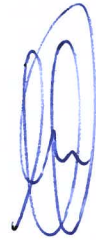
This Policy is applicable to all employees, managers and members of the governing bodies of URBASER S.A., its subsidiaries and holdings/joint ventures in which URBASER is the majority shareholder/partner or where control is held by URBASER's management ("URBASER" or "the Company"). It is the responsibility of all URBASER employees to act professionally and protect the Company's reputation.

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URBASER ensures that the legal requirements regarding diversity and inclusion are met in all the countries where the Company operates. Guaranteeing equal opportunities and non-discriminatory treatment, implementing and fostering the following undertakings:

- Follow international best practices to contribute towards the United Nations Sustainable Development Goals in general, and specifically Goal 5 on Gender Equality, Goal 8 on Decent Work and Economic Growth, and Goal 10 on Reduced Inequality.
- Foster diversity in job profiles and hierarchical levels within the Company, guaranteeing respect and integration of all employees based on their respective diversities.
- Provide proper working environment in which no abusive, hostile or offensive conduct of any kind, or discrimination on grounds of race, sex, sexual orientation, belief, ideology, religion, social origin, disability, nationality, age or any other circumstance by any member of the Company, regardless of their rank or qualifications, is tolerated.
- Reject any kind of harassment or bullying in the workplace assuring an environment of respect for the physical and moral well-being of all employees.
- Develop the necessary mechanisms in order for all professions to be treated equally and enjoy the same opportunities. All processes related to career development within the Company, including recruitment, training, promotion, working conditions and measures to encourage positive labour and personal relations, are developed based on criteria of merit and ability, always assessed objectively and by upholding the principle of equal opportunities.
- Foster measures to facilitate work-life balance in a framework of business competitiveness, whenever possible adapting to the personal situations and family circumstances of the employees.
- Help combat all types of violence against women, by encouraging participation and supporting specific programmes to pursue this aim, building awareness and providing the support that victims need.

- Make this Corporate Equality and Diversity Policy known among all the Company employees, such that they adapt these undertakings themselves and are responsible within the ambit of their own jobs with all the necessary measures to enforce compliance.
- Convey these principles of equality and diversity to URBASER's partners, to promote and encourage them to enter into contracts and partnerships with firms that share them.



**José María López Piñol**  
**Chief Executive Officer**

Madrid, 1 July 2019

## Appendix

### DEFINITIONS

1. **Equal opportunities**: means ensuring that women and men are able to participate in different spheres (economic, political, social participation, decision-making, etc.) and activities (education, training, employment, etc.) on the basis of true equality in terms of rights and obligations.
2. **Diversity**: the differences or distinctions between people's many varying personal characteristics, their variety, infinity or abundance, dissimilarities, disparities or multiplicity affected by cultural, ethnic, linguistic, sexual, biological and functional factors.
3. **Inclusion**: refers to an approach of responding positively to the diversity of people and their individual differences, understanding that diversity is not a problem but rather an opportunity that can enrich society, through active participation in all social, cultural and community processes.
4. **Harassment**: ongoing direct or indirect mistreatment, whether verbal, physical or taking any other form, of any person in the workplace or during the course of their employment, such that their dignity is undermined and tending to pressure or destroy them psychologically, causing damage that in many cases forces the affected employee to leave their job.
5. **Gender violence**: refers to violence committed against women merely because they are women, considered by their assailants or aggressors to lack basic rights of freedom, respect and decision-making capacity.