

EQUALITY, DIVERSITY, AND INCLUSION POLICY

At **Lacor Textil**, we are firmly committed to ensuring equal opportunities and treatment in the workplace, as well as fostering a diverse, respectful, safe, and inclusive work environment. Since the approval of the Equality Plan on January 1, 2022, and in light of the significant growth in our workforce from 90 to 328 employees, we have strengthened our commitment with active policies to prevent any form of discrimination.

Our goal is to ensure non-discrimination based on sex, gender identity, sexual orientation, age, origin, race, religion, marital status, ideology, disability, or any other personal or social condition, promoting a culture based on respect and equity.

GUIDING PRINCIPLES

- **Respect for current legislation**, especially Organic Law 3/2007 for effective equality between women and men.
- **Active promotion of equal opportunities** between women and men in all areas of the company.
- **Absolute rejection of any form of workplace harassment**, sexual harassment, or harassment based on sex, gender identity, or sexual orientation.
- **Equal access to employment, training, and professional promotion**, avoiding gender biases or other factors unrelated to merit or ability.
- **Work-life balance**, promoting measures for shared responsibility and digital disconnection.
- **Protection of vulnerable groups**, such as victims of gender-based violence or LGTBI individuals at risk.
- **Commitment to the Sustainable Development Goals (SDGs)**, especially SDG 5 (gender equality), SDG 8 (decent work), and SDG 10 (reduced inequalities).

MEASURES AND ACTIONS FOR EQUALITY AND HARASSMENT PREVENTION

- **Prevention protocol and complaints channel**: Development and dissemination of a protocol against sexual, gender-based, and workplace harassment, along with a confidential internal channel to report situations of harassment or discrimination.
- **Training and awareness**: Promotion of regular training sessions on equality, harassment prevention, and LGTBI+ diversity, aimed at all staff.
- **Selection, promotion, and career development policies**: Implementation of hiring and internal promotion processes based on objective, inclusive, and transparent criteria, with equitable access to training and professional development plans.
- **Work-life balance and workplace well-being**: Implementation of a digital disconnection protocol and ergonomic assessment of workstations, incorporating a gender perspective.
- **Prevention and monitoring of gender-based violence cases**: Application of specific protocols for support and protection.
- **Review of gender gaps and biases**: Analysis of the Salary Register, review of job descriptions, and active promotion of diversity in internal and external communication.

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MONITORING AND CONTINUOUS IMPROVEMENT

The monitoring of the Equality Plan is the responsibility of the Works Council and aims to periodically evaluate its progress and improvement. This monitoring allows us to act quickly and responsibly in response to any emerging needs related to equality, inclusion, or diversity.

APPLICATION AND SCOPE

This policy applies to everyone who is part of LACOR TEXTIL, without exception: employees, interns, suppliers, partner companies, and any other agents linked to the company's activities.

The Management of Lacor Textil is committed to leading by example, actively promoting this policy, and ensuring the necessary resources for its effective implementation.

