

Policy on Equality, Inclusion, Human Rights, and Diversity

At **PRODESA Group**, we believe that a fair, inclusive, and diverse workplace is key to our success and sustainability. We are committed to respecting human rights, promoting equal opportunity, and ensuring that everyone is treated with dignity and fairness, regardless of gender, race, ethnicity, sexual orientation, age, religion, disability, socioeconomic status, or any other characteristic.

To achieve these goals, we are committed to:

1

Equal opportunity

Ensure that everyone has equal opportunities for development, training, and professional growth.

2

Non-discrimination

Prevent any form of discrimination or unfair treatment in all processes, decisions, and workplace relationships.

3

Inclusion and Diversity

To foster an environment in which individual and cultural differences are valued and respected.

4

Respect for human rights

To promote and protect the fundamental rights of all individuals both within and outside the organization.

5

Participation and Awareness

Raise awareness and provide training for all staff on equality, diversity, inclusion, and human rights.

6

Ethical organizational culture

Incorporate these principles into decision-making, internal processes, and relationships with customers, suppliers, and communities.

With this policy, the **PRODESA Group** reaffirms its commitment to fostering an inclusive, fair, and respectful work environment where everyone can reach their full potential and contribute to the organization's success.