

## **MANAGEMENT COMMITMENT TO THE PRINCIPLE OF EQUAL TREATMENT AND OPPORTUNITIES BETWEEN WOMEN AND MEN**

BEULAS, S.A.U. declares its commitment to the establishment and development of policies that integrate equal treatment and opportunities between women and men, without directly or indirectly discriminating on the basis of gender, and promoting measures to achieve real equality in our organization, establishing this equal opportunity between women and men as a strategic principle of our corporate and human resources policy, in accordance with the definition of this principle that appears in the Spanish Organic Law 3/2007 for effective equality between both sexes.

In all areas of development of activities, from selection to promotion, through salary policy, job training, working and employment conditions, occupational health, organization of working time and conciliation, BEULAS, S.A.U. assumes the principle of equal opportunities between women and men, paying special attention to indirect discrimination, understanding this concept as “ the situation in which an apparently neutral disposition, criterion or practices, positions a person of a sex in a particular disadvantage with respect to staff of the other gender”.

In the area of communication, internal and external, all decisions taken related to this Project will be reported, and an image of the organization will be broadcasted in accordance with this principle of equal treatment and opportunities between women and men.

The principles indicated in the Law will be applied, ensuring the conciliation of work, family and personal life, and with the implementation of an Equality Plan that promotes actions to improve the current situation of our company, arbitrating the corresponding monitoring systems with the purpose to advance in the achievement of real equality between both sexes in BEULAS, S.A.U. and, by extension, in our society.

Consequently with this view, BEULAS, S.A.U. will register in the corresponding Public Organism an Equality Plan valid for 4 years (February 2021 – February 2025), in which the Protocol of sexual harassment and harassment based on sex prepared in November 2020 will have a relevant importance.

Arbucies, February 8th 2021.

BEULAS S.A.U. Management