

# **Policy on Diversity and Inclusive Growth**

**HR AREA**

# 1. Owner

Corporate Head of HR

# 2. Scope

The Diversity and Inclusive Growth Policy covers all countries, business lines and subsidiaries of the Prosegur Group. Each and every Prosegur employee is responsible for its application in the day-to-day running of the Group, and likewise, care shall be taken to ensure that it is extended to suppliers, collaborating entities of the Group and other stakeholders.

# 3. Purpose

Plurality has been an intrinsic value of the Prosegur Group's culture since its beginnings. As a multinational, we have always viewed diversity in its broadest sense as a competitive advantage, providing capabilities, innovation and opportunities to grow in harmony with the communities and groups that surround the Prosegur Group.

In appreciation of this invaluable asset, the Group's highest governance and management bodies establish, through this policy, the parameters for a twofold objective:

- Promote, protect and celebrate inclusion, equality and non-discrimination within Prosegur and in relations with its stakeholders.
- Assume the opportunity to participate in the progress of the societies in which Prosegur operates by supporting them in the eradication of inequalities and exclusions.

# 4. Preparation and Approval

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# 5. Implementation

## 5.1. Commitments

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Prosegur is fully engaged to inclusive growth, striving to contribute to the reduction of inequality in the environments where it operates, generate decent employment for all, respect individual differences and preserve the privacy and personal decisions of everyone through the following principles:

- Equality and acceptance of everyone regardless of **gender, sexual identity, marital status, political ideology, economic capacity or social status.**
- Protection of the family and special family-related situations such as maternity, paternity and/or illness
- Progress in the effective inclusion of **people with disabilities** in the workplace, working to reduce and eliminate barriers (physical, communication or attitudinal obstacles) that hinder people with disabilities or reduced mobility in Prosegur's working environment.
- The coexistence of multiple **generations** as a source of continuous enrichment in terms of diverse skills and approaches.
- The Group's international make-up and the contribution made by people of different **origins, races, ethnicities or religions.**
- Improving the living standards of all groups associated with Prosegur, **promoting** progress, diversity, innovation, and the generation of equal opportunities for all segments of society, eliminating any type of personal discrimination, and providing special protection to **vulnerable groups.**

## 5.2. Lines of action

The Company assumes both the responsibility to comply with the legislation and commitments applicable in each jurisdiction where it operates, and to go further in defending the principle of equality with the application of measures and initiatives that exceed the requirements and formalise its commitments in the area of diversity along the following lines of action

- **Selection and promotion practices:** there is a conviction at Prosegur that diversity is a source of enrichment of the company's talent and therefore the company works to attract diverse profiles, basing their recruitment on criteria of merit, ability and suitability to the specific requirements of the jobs offered.

In addition to the specific needs of each department, the professional category promotions of Prosegur's employees will respond to criteria of fairness and merit. To ensure equal opportunities for under-represented groups, the company will implement various development plans.

- **Remuneration:** Prosegur ensures fair compensation based on principles of equity and merit. Equal pay for equal work shall be the guiding principle, thus rejecting discrimination of any sort. The company guarantees both principles by applying specific salary bands for pre-established and well-defined professional categories and constant tracking of any inequalities that may arise.
- **Training and development:** Developing skills is paramount to driving progress. Prosegur therefore designs mandatory and specific training programmes for each of its groups, and is committed to training by facilitating universal access for all its employees to relevant, varied and quality training content focused on the development of all types of skills, especially those linked

to innovation, new technologies and personal skills that help to reduce, among others, the education gap and the digital divide.

Training is also presented as a vehicle to transmit and raise awareness among employees of the positive values of diversity in the company's working environment and to reinforce the values that run throughout this policy.

- **Work-life balance:** Prosegur believes that the family is a critical axis of society. It therefore promotes a balance between personal and professional life in such a way that personal choices and responsibilities are not a hindrance to professional development. To this end, different measures will be implemented to support and encourage work-life balance.
- **Promotion and active participation:** Bringing our approach closer to contractors, suppliers, customers, public authorities and other stakeholders is necessary to have a positive impact on society. Therefore, the same premises and criteria of respect and equality are considered and promoted in all our relations with third parties.

In addition to job creation, decent work, equality and the promotion of inclusive and sustainable business practices, the Group takes an active role in contributing to the progress of the regions where it operates and especially of the most vulnerable groups, through the Prosegur Foundation. Its mission: build a more caring society by generating development opportunities for people, with projects in the fields of education, social and labour inclusion of people with disabilities and the promotion of corporate volunteering.

- **Harassment:** Prosegur is firmly committed to maintaining a working environment free of harassment, abuse, intimidation or violence in which the physical and moral integrity of all people is respected. A harassment prevention procedure has therefore been implemented in the company to address and put an end to such practices, together with an open whistleblowing channel for reporting any practice contrary to the company's commitments to non-discrimination.
- **Communication:** Prosegur will use all its communication resources to actively communicate this policy. In this regard, Prosegur shall use inclusive language in all internal and external communications at all organisational levels of Prosegur, eliminating any reference that could be considered discriminatory.

### 5.3. Supervision

Prosegur's Governing and Management Bodies are responsible for leading, disseminating and promoting compliance with this Policy among all employees and stakeholders.

Specifically, the Sustainability, Corporate Governance, Appointments and Remuneration Committee (SCGARC) supervises and ensures compliance with Prosegur's diversity objectives and reports to the Board of Directors on inclusion and diversity issues.

Within the context of Human Rights, diversity and non-discrimination in the company are managed through the operational approach of the continuous improvement cycle developed extensively in the corporate Human Rights Policy.

The company has an Ethics Channel, a whistleblowing channel available for employees and interested third parties to report, confidentially and anonymously, any potentially significant irregularities in the area of discrimination.

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Any complaint related to this issue will be dealt with specifically, will be duly investigated and, if necessary, all measures will be taken to remedy it by adopting corrective and/or preventive measures to prevent further irregularities.

## 6. Documents Associated with the process

Code	Name