



**Applus**  *Together* beyond standards



# DIVERSITY, INCLUSION & EQUALITY

(Report, 2022)





OUR GLOBAL PRESENCE

## ABOUT APPLUS+

Applus+ is one of the leading companies in the field of inspection, testing and certification (TIC) services. Across the Group, our divisions provide innovative services to national and multinational companies in a wide range of products, services and industry sectors.

### WE ARE ONE OF THE GLOBAL LEADERS IN THE ICT MARKET:



Presence in  
64 countries on all continents



Workforce of more than  
26,000 people by 2022



Total income:  
EUR 2,049.9 million (financial year 2022).



## OUR CSR FRAMEWORK

In 2017, Applus+ adopted the United Nations Sustainable Development Goals (SDG) as a framework for designing its Corporate Social Responsibility (CSR) objectives. In 2019, we have continued to develop and strengthen this framework. The following **nine objectives** of the 17 United Nations SDGs are the most relevant for the Applus+ Group where we can find a reduction in inequalities.



**Our stakeholders**, through **materiality analysis**, ranked their **priority ODSs**, resulting in a similar list of objectives where we re-identify **decent work, economic growth and, reduction of inequalities**



The **pillars of inequality reduction**

**DIVERSITY AND EQUALITY**  
**RESPECT FOR HUMAN RIGHTS**  
**BUSINESS ETHICS**



## DIVERSITY IN Applus+

**We understand diversity** as the set of differences based on mutual understanding, respect and on equal dignity.

**AT Applus+ OUR IDENTITY IS DIVERSITY. THEREFORE, WE FACILITATE A WORKING ENVIRONMENT BASED ON RESPECT FOR PEOPLE, ETHICS AND EQUAL OPPORTUNITIES.**

Applus+ is committed to **business ethics**, its maximum exponent is integrity and professionalism in our decision-making

**OUR COMMITMENT = GENERATE INCLUSION AND EQUALITY**

An organization with a diverse workforce is not necessarily an inclusive one **so, Applus+ eliminates the barriers** that can arise in the environment, building a climate of participation and sense **of belonging** that contributes to the **sustainable growth** of our business.

We want social groups to be included and the individual self to have a sense of belonging to Applus+



## MISSION

Facilitating a working environment based on respect, ethics, equality and diversity is the pillar of our talent policy with different measures that are based on



## OBJECTIVES 2022-2024

- ✓ Efforts in four dimensions: **gender, ethnicity, cultural and in different capacities.**
- ✓ Culture based on **merit** and respect for people.
- ✓ **Diversity** throughout the ranks is our **business imperative**
- ✓ Encourage the **creation of diverse teams**
- ✓ **Diversity training courses**
- ✓ Fair opportunities, recognition, treatment and remuneration for all employees
- ✓ Ensuring an **inclusive culture**
- ✓ Make an **annual Diversity Assessment:** Collect, Count, and Compare
- ✓ Promote new initiatives related to diversity, inclusion and equality.
- ✓ Promoting **Supplier Diversity**
- ✓ Establish **corrective measures.**
- ✓ **Communication and transparency** in our policies and practices





## VISION

**Our Code of Ethics articulates a framework for action guided by integrity and professionalism** in our decision-making, establishing a series of general principles that should govern our conduct every day

### WE CARRY OUT TRAINING IN OUR CODE OF ETHICS

We believe in **diverse and inclusive work** environments, where each person can grow personally and professionally

Each person is unique and we want them to contribute their best. We ensure that our staff grows and remains diverse in terms of gender, ethnicity, culture and skills

Our **golden rule** is:

- ✓ **CLARITY**
- ✓ **SIMPLE**
- ✓ **NATURE**
- ✓ **INCLUSIVITY**

## VALUES

In this way our organization is contributing to create a different business future because the **differences between people** are an opportunity to grow in knowledge and competitiveness

### COMMITMENT

to create an inclusive environment. To do this, we have the commitment of senior management and all the Applus+ staff, because together we exceed the standards set, and this is what makes us improve every day.

### INSPIRATION

in order to continue improving, innovating and collaborating with those around us. We believe that our leaders can drive inclusive behavior through their example.



## GOALS

2022 did not change our equality and inclusion strategy, it showed that **we needed to do more**. In 2022 we listened to and understood our employees. We all had to learn. We have built equality and inclusion into **the core of what we do** and that is what we have achieved

# 1

# 2

# 3

we are part of the Ixex Gender Equality Index because the data supports us.



### Equality and Diversity Councils

more than 80% of our  
workforce is represented  
on these Councils

### People with disabilities

1.11%

### Local employees

>87%

### Internal promotion

>65,9%

# ACTIONS





## INNOVATIVE DIVERSITY POLICIES

Our presence in the communities allows us to **create close relationships** at the local level, which facilitates the identification of their needs, thus ensuring **the social benefit** of the **initiatives we promote** or support.

Therefore, we have **policies and procedures** that **prevent any type of discrimination** on the basis of race, religion, gender, marital status, disability, age, political or sexual orientation; intimidation or harassment in our selection processes.

The Global Anti-Discrimination Policy and the Diversity and Inclusion Policy reflect the **commitments** acquired by Applus+ to promote diversity and respect for all people in the organization.

## INNOVATIVE DIVERSITY POLICIES

Beyond prevention, the Global Anti-Discrimination Policy and the Diversity and Inclusion Policy include the **commitments** acquired by Applus+ to promote diversity and respect for all people

- ✓ Ensure that all activities **are available** to everyone.
- ✓ Incorporate into the **Training Plan** assumptions that recognize discrimination as a factor that devalues society.
- ✓ To **promote equality**.
- ✓ **Effectively communicate** these policies to all staff.
- ✓ Make managers and all staff responsible for the provisions of the Policies.
- ✓ **Reject any discrimination** on the basis of race, age, sex, marital status, nationality, beliefs, or any other physical or social condition among our staff.
- ✓ Consolidate a **culture open to** diversity.
- ✓ To guarantee the right to **effective equality of opportunity** and treatment in order to be able to develop by giving the best of themselves.
- ✓ **To avoid** any kind of employment discrimination.
- ✓ Recognize before the international community that **human rights are fundamental and universal**.
- ✓ Promote the use of **an inclusive language**.
- ✓ Make **women visible**, and prevent violence and discrimination against any person, ensuring a work environment free of harassment.



## DIRECTOR'S SELECTION POLICY

The objective of this policy is to define the principles that govern the selection of candidates to achieve an adequate balance on the Board of Directors as a whole; and, in particular, since the Board reached the 30% target of women as Board members one year ahead of the 2020 recommendation, the Policy has been updated with the new Good Governance Code's current recommendation to have at least 40% of women represented.

**The Board of Directors of Applus+ has approved that part of the variable remuneration of the management team will depend on the achievement of four ESG (Environment, Social and Governance) objectives linked to the results, one of them: DIVERSITY**

## DIVERSITY AND EQUALITY COUNCILS

Creation of Diversity and Equality Councils in **10 countries** we operate in, that have the purpose and mission to support the compliance of objectives set by Applus+, **accelerating the development and progress of diversity**. Its ultimate role is to have voices that represent the organisation, and operate as a forum where interests, needs and concerns regarding Diversity and Equality are expressed. It has the following functions:

**“IF YOU WANT TO WIN ONCE, YOU SEAT A GOAL, IF YOU WANT TO KEEP WINNING YOU CREATE A SYSTEM” Diversity and Equality Council**

- Report the operation of **new initiatives** or **areas of improvement** detected to Human Resources and Management
- Identify **accelerators and barriers** that may have an impact on Diversity and Equality.
- Establish the criteria, methods and resources that ensure the implementation of Diversity initiatives, destined to boost accelerators and minimise barriers.
- Elaborate, present for approval and evaluate the **objectives** for improvement set regarding Diversity and Equality. Monitor **the indicators** defined.
- Monitor the diversity and equality initiatives that have been defined.
- **Record** the main points spoken about in the meetings carried out



# DIVERSITY PROJECTS





## APPLUS+ PNG

The human capital of Applus+ is distributed across **more than 70 countries**, and includes a large number of nationalities, cultures and religions, as well as gender and age diversity, which we feel makes a very positive contribution to **the success** of our business.

**Papua New Guinea** is the second-most populous nation in Oceania, and recently at the Applus+ operations in our PNG office, we came together for a day of team bonding.

PNG regularly tops the list of **most ethnically and culturally diverse nations** in the world including over 800 languages and many unique customs and traditions.

Our Applus+ PNG team have staff **representing all 22 provinces in the region**. Our team provides manpower services and support to Testing, Inspection and Certification of our clients' assets in the region.

## APPLUS+ IN BRAZIL



Applus+ is in solidarity with the families and people affected by the heavy rains that devastated part of the Brazilian **city of Petrópolis**, in the mountainous region of Rio de Janeiro.

The company has earmarked **resources to help those affected** by this tragedy.

## APPLUS+ IN GUATEMALA



The **Applus+ Guatemala** team is carrying out the **supervision and modernisation of 63 health posts**, in collaboration with the Crecer Sano project.

**Applus+** provides the executing unit with the necessary elements for **an effective control of the works**, verifying that they are carried out in accordance with the **technical specifications**, **also supervising the environmental, administrative and financial control of the same.**

This programme focuses on reducing the risk of chronic malnutrition, with emphasis on the first thousand days of life. It will be implemented in the districts of **Chiquimula, Quiché, San Marcos, Ixcán, Huehuetenango and Alta Verapaz.**

According to the **Ministry of Public Health and Social Assistance**, **this project will benefit more than 6 million people**, improving their situation in less favoured areas.

## APPLUS+ IN PAPUA NEW GUINEA



In October 2022, Applus+ PNG Ltd **signed an MoU with Transparency International Papua New Guinea (TIPNG)** which marks a significant contribution to the NGO's corporate governance and social activity in Papua New Guinea.

In this partnership, Applus+ will support TIPNG with the provision of pro bono recruitment, using our extensive experience and expertise in this space as a human resources partner to build a team that shares the same commitment as TIPNG to empower people in Papua New Guinea **to fight corruption.**

Globally, we have an annual Code of Ethics update that covers corruption as one of the key issues, and this MoU highlights alignment with the Applus+ Code of Ethics and strengthens our position as an industry leader with a desire to make a positive impact in Papua New Guinea.

## APPLUS+ IN INDONESIA



On 16 August 2022, **Applus+ Indonesia** celebrated its 77th **Independence Day**.

Taking advantage of this event, various activities were held, such as singing the national anthem or a fashion show, where our team dressed up in traditional clothes and accessories to celebrate diversity.

At Applus+ **we respect culture**, pay attention to cultural richness and reflect the reality of native and ethnic peoples. We are stronger when united and there is much we can achieve as a team, together we go beyond standards!

## APPLUS+ IN COLOMBIA



Since 2017, the Applus+ team in Colombia has been providing technical, administrative, financial and legal supervision services in different projects related to the National Government's initiative, ***Todos somos PAZcífico*** (We are all PAZcífico). Thanks to our extensive knowledge and experience in the development of similar projects, supervision has been provided successfully to date.

The Colombian government declared the Pacific region a top equity priority through the Pacific Coastal Development Programme (Programa de Desarrollo del Litoral Pacífico FTSP). **The plan will benefit the inhabitants of hard-to-reach municipalities and areas not interconnected to the electricity systems in the departments of Chocó, Valle del Cauca, Cauca and Nariño.**

The Todos somos PAZcífico plan is generating an **improvement in the quality of life of the communities involved**, also enabling the growth of energy generation capacity in Colombia through environmentally friendly sources, aiming at zero emissions strategies.

## APPLUS+ IN COLOMBIA



On 19 October 2022, the Colombian Ministry of Labour, through the departmental sub-commission for the coordination of wage and labour policies, **recognised Arplus+ K2 Ingeniería for its contribution to the national economy** through the generation of decent jobs that have improved the quality of life in the different regions of the country.

This has been achieved through the **creation of equitable and egalitarian job opportunities** without distinction of gender, origin or race, which has ensured respect for the labour and fundamental rights of each person, as well as putting into practice internal rules such as wage parity without distinction of gender.

For its part, the company has **promoted inclusive hiring** without distinction of physical, mental or sensory limitations and the permanent search for the promotion of the professional and personal development of human talent, pillars that have enriched the company's development.

## APPLUS+ IN USA



Applus+ has been a **sponsor of the 2022 Bakersfield Women's Business Conference**, an annual event that brings together members of the local community to encourage, **educate and inspire women** to realise their business aspirations while enhancing their personal and professional lives.

The goals of the **Bakersfield Women's Business Conference** remain the same today as when the conference began three decades ago: to provide information, skills development and encouragement for women at a crossroads; pursuing higher education; first job; making a career change or seeking to advance their careers. Over the years, however, the conference has evolved according to the needs of the attendees.

## APPLUS+ IN CHILE



Carolina Troncoso, from Applus+ Chile, participates in the initiative "Connect with the future", a cycle of talks organised by ConectaDI, where she has been able to give visibility to our actions in the **areas of sustainable development, gender and NCh 3262 Gender equality and conciliation.**

## APPLUS+ IN SPAIN

Applus+ participates in the **third edition of the UN Global Compact's international business gender equality programme**, Target Gender Equality.

Currently, it would take 151 years to close the gap in economic participation and opportunity. For this reason, it is more important than ever to implement actions that accelerate **progress on gender equality**. Some key actions that have been identified in these sessions have been:



- ✓ Set company-wide **goals and targets** for gender equality and women's empowerment.
- ✓ **Measure progress** through clear performance indicators.
- ✓ Increase the presence of at least 30% **women on the board of directors**.
- ✓ Implement **inclusive language** in all company communications.
- ✓ **Equal salaries** at the same level of responsibility between men and women.

## APPLUS+ IN SPAIN



Beatriz Vázquez Monroy, head of the Applus+ Occupational Risk Prevention Department, took part in the **2nd Women and Mining Symposium**, organised by the Official Association of Technical Engineers and Graduates in Mining and Energy of Galicia, which was held in Santiago de Compostela.

The aim of the national meeting was **to recognise the role of women in the sector**, so the conference focused on exposing and analysing the professional evolution of women in the different areas of the mining industry.

## APPLUS+ IN SPAIN



Applus+ IDIADA participates in the **conference on diversity and inclusion** organised by the Adecco Foundation and The Adecco Group, giving visibility to good practices, contributions and awareness of disability.

Under the slogan **#talentlabeled**, topics such as overcoming and eliminating unconscious biases, prejudices, or overprotection of people with disabilities have been discussed.

## APPLUS+ IN SPAIN



Applus+ joins the **Companies That Help initiative** so that those displaced by the **war in Ukraine** can find a decent job and **facilitate their inclusion**.

Through an employment and training platform, all job vacancies are published so that they can be visible to **Ukrainian refugees**, as well as to any group displaced by the war. The aim is to facilitate the full **long-term inclusion of refugees**, to help them find **decent employment** and to offer them free training.

## APPLUS+ IN ANDORRA



Applus+ in Andorra has signed an agreement to be part of the government's Inclusive Business Network, together with 32 other companies. This network aims to guarantee effective equality and ensure the right to work of people with disabilities. Through this network, they provide the following benefits:

### Benefits of inclusion

- ✓ Improving the work climate and teamwork
- ✓ Economic benefits
- ✓ Improving the corporate image
- ✓ Loyalty of customers and suppliers

### Job inclusion support:

- ✓ Adaptation of the day and schedule
- ✓ Advice to the company
- ✓ Job preparation service
- ✓ Help in the selection and purchase of support products

## APPLUS+ IN USA

Participation in the **Buffalo Niagara Council** to boost workplace diversity and learn opportunities to **promote diversity** locally, participating in the council as an employer to understand, learn, and promote diversity locally through semi-annual meetings with other employers and experts to discuss diversity and areas for improvement.





Applus+

is a proud non-Aboriginal member of the Canadian Council for Aboriginal Business

31-Dec-2021  
Expiration Date

*Tabatha Bull*  
Tabatha Bull, President & CEO  
Canadian Council for Aboriginal Business



## APPLUS+ IN CANADA

Applus+ Canada strives for an **inclusive workforce** and are an **equal opportunity employer**. We have joined / partnered with two associations to promote Applus and our opportunities with **Aboriginals** in Canada. We have established the following memberships with indigenous groups to build strong partnerships with local communities within our primary operating areas to **promote local indigenous** involvement in our industry. We attend required meetings and work together to promote opportunities and Applus+.



## NO LIMITS IN SPAIN

The project has several phases for its correct implementation:

On 3rd December, Applus+ launched a communication campaign to celebrate International Day of People with Disabilities.

### STAGE 01

First we detect the recruitment **needs**, detail the profile and request it from the different foundations

### STAGE 02

Incorporation of the person selected through the "supported employment" methodology

### STAGE 03

Three months after joining, we carry out welcome interviews with a special follow-up

**THE PROJECT PROMOTES THE INCORPORATION OF PEOPLE WITH DIFFERENT CAPACITIES OFFERING THEM A FUTURE, PEOPLE FULLY ACCEPTED BY A SENSITIZED STAFF**



## ACTION AREAS

our diversity projects have several areas of action:

### STAFF AWARENESS

This project tries to generate **greater awareness** of different cultures and ethnic groups through meetings and talks. As well as the visibility of the actions carried out in all geographical areas.

### INCLUSIVE CULTURE

We train our teams with recommendations on how to treat people in order to raise awareness among the entire staff and become part of a fairer society where **work is a right within everyone's reach**.



## ACTION AREAS

### STABLE PARTNERSHIPS

We have formalized stable alliances with **labor agencies** to prioritize the hiring of local workers.

### ACCESS TO TRAINING

Before starting the working relationship, Applus+ provides, **training in occupational risk prevention**



# OTHER PROGRAMMES



## WITH RESPECT TO HUMAN RIGHTS

Our commitment to the **TEN PRINCIPLES OF THE UNITED NATIONS GLOBAL COMPACT** is reflected in the policies and protocols implemented by Applus+.

With regard to human rights, the content of the policies covers, among other rights:

- ✓ **Equality and non-discrimination**
- ✓ **Dignity**
- ✓ **Adequate work and working conditions**
- ✓ **Same salary for the same work**
- ✓ **Training and membership of trade unions**
- ✓ **Education**
- ✓ **Health and Safety**
- ✓ **Indigenous rights**
- ✓ **Children's rights**



## CODE OF ETHICS

Applus+ is aware that business ethics drive the generation of **value**, improve our **economic performance**, help build **confidence in our teams**, and increase that of our shareholders and investors

We have an **ethical model** that provides **credibility** and strengthens stakeholder **trust**

Applus+ guarantees **compliance** with the principles governing the conduct of our employees through a specific regulatory framework.





## CODE OF ETHICS

Our Code of Ethics, which outlines **values, principles and standards of conduct**, for all members of the board of directors, professionals, business partners and other stakeholders worldwide.

They set out **commitments** that guide the activities of our employees on:

RESPECT FOR DIGNITY IN THE WORKPLACE

ENCOURAGING DIVERSITY, INCLUSION AND EQUALITY AMONG OUR WORKFORCE

COMMITTING TO HUMAN RIGHTS AND REJECTION OF CHILD LABOUR AND MODERN SLAVERY

PREVENTION OF HEALTH AND SAFETY RISKS AND RESPECT FOR EMPLOYEES' RIGHTS

DATA PROTECTION AND PRIVACY

HANDLING CONFIDENTIAL INFORMATION AND CYBERSECURITY

SUSTAINABLE DEVELOPMENT AND ENVIRONMENT PROTECTION

MARKET AND CONSUMER COMPETITION

FIGHT AGAINST CORRUPTION IN Applus+

SOCIAL RESPONSIBILITY, SPONSORSHIP AND DONATIONS

ACCURACY OF INFORMATION AND RECORD KEEPING

CONFIDENTIAL AND NON-PUBLIC INFORMATION

INTEGRITY OF OUR SERVICES

CONFLICTS OF INTEREST

USE OF Applus+ RESOURCES



# 2022

100% of the employees received **ETHICAL CODE TRAINING**



## AWARDS AND RECOGNITIONS

- ✓ Applus+ renews the European Diversity Charter of Spain.
- ✓ Cinco días Awards for the Best Corporate Social Responsibility Initiative for our "No Limits" project.
- ✓ Citizens Awards as the best social enterprise for its Corporate Social Responsibility strategy.
- ✓ The "No Limits" Labour Inclusion Programme in Spain is recognized by the United Nations Global Compact
- ✓ Finalists at European Diversity Awards



# Applus+



## FUTURE PLANS AND COMMITMENT TO DIVERSITY

### OUR EMPLOYEES

- 1 Regular training and **continuous monitoring** in the application of all policies
- 2 Continue with the recruitment of local people
- 3 Implementation and monitoring of **action plans** designed to improve diversity
- 4 The Applus+ leader encourages sensitivity to **differences** and looks for ways to bridge them to build unity.

Applus<sup>+</sup>

*Together*  
beyond  
standards