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# Diversity and Equality Policy

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## 1. Purpose

Applus+ believes in diverse and inclusive work environments, where each person can grow personally and professionally. Each person is unique and we want people contribute their best in order to ensure that our workforce grows and remains in gender diversity, generational and in different capacities, because, Applus+ values differences.

The purpose of this policy is to describe the general principles of action in this area and establish the framework of Diversity and Equality assumed by the Group.

## 2. Scope & Ownership

The Diversity and Equality Policy is addressed to all Professionals<sup>1</sup> in the Applus+ Group.

The entire Group's Management, including the corporation and all business divisions, should follow the guidelines described at this document.

In case of any contradiction or question with regard to this policy, assistance and guidance will be available throughout the Group's Human Resources department. However, the responsibility for interpretation of this document rests in Talent, Culture & Diversity Corporate Leader.

## 3. Main definitions

<b>Diversity</b>	Existence of people with different characteristics.
<b>Equality</b>	Principle that recognizes the equal rights and obligations among all citizens.
<b>Managers</b>	Any person with leadership responsibilities in the Group
<b>Employees</b>	Any person who works at Applus+

<sup>1</sup> Employees and other persons rendering services to Applus, regardless of the type of contractual relationship with Applus. Thus, it includes employees, freelance contractors, managers, officers, directors, business processing outsourcing contractors working for Applus, as any other subcontracted companies that render permanent services at Applus (*implants*)

## 4. General Principles

The general principles of our Diversity and Equality Policy are:

- Reject any discrimination based on race, age, sex, marital status, nationality, beliefs or any other physical or social condition among our employees. Considering diversity as a value allows confronting different points of view and provides greater creativity and innovation.
- Consolidate a culture of respect for people and behaviours that are favourable and open to diversity facing any company's group.
- Guarantee the right to effective equality of opportunities and treatment of all people in the organization in order to develop themselves personally and professionally and give their best.
- Avoid any type of labour discrimination in the areas of access to employment, promotion, professional classification training, compensation, work-life balance and other working conditions.
- Recognize to the Applus+ international community that Human Rights are fundamental, universal, and always based on conventions, treaties and international initiatives such as the United Nations Universal Declaration of Human Rights, the International Labour Organization and the UN Global Compact.
- Promote the use of an inclusive, non-sexist, non-discriminatory language, free from expressions of prejudice with the aim of favouring relations of respect and gender equality. Make diversity visible, and prevent violence and discrimination against anyone, ensuring a work environment free from harassment.

## 5. Inspiration and development

This Diversity and Equality Policy arises from our Code of Ethics, whose foundations are among others, respect, acceptance and equality, and is aligned with the Global Anti-Corruption Policy and the Global Anti-Discrimination Policy.

The company will develop procedures and implement the appropriate training programs to achieve these principles.

To adjust the Group changes, the Diversity and Equality Policy will be reviewed and updated, ensuring its effective execution at all times.

## 6. Roles and responsibilities

The responsibilities assigned under this Diversity and Equality Policy cannot be delegated. The table below explains the main roles and responsibilities regarding the application of this policy at Applus+ Group.

<b>Human Resources</b>	<ul style="list-style-type: none"><li>▪ Promote the necessary actions to encourage the specific development of the principles established in this policy and those that could arise from it</li><li>▪ Take charge of the updating of this Policy.</li></ul>
<b>Managers</b>	<ul style="list-style-type: none"><li>▪ Promote this Policy at all levels and employees.</li></ul>
<b>Employees</b>	<ul style="list-style-type: none"><li>▪ Follow and comply with this Policy.</li></ul>

## 7. Related documents

<a href="#">Code of Ethics</a>	The Code of Ethics articulates a framework that seeks to go beyond mere compliance with the law. It establishes a set of general principles to guide the integrity and professionalism of our decision-making.
<a href="#">Global Anti-Corruption Policy</a>	This Policy and its Procedure establishes a framework to minimize the risks of corruption in Applus+' business activities worldwide and help Applus+' Professionals to recognize and avoid any corrupt practices while conducting Applus+ business.
<a href="#">Global Anti – Discrimination Policy</a>	This policy establishes the commitment of Applus+ in the promotion of equality within the Company to express its desire to eliminate any kind of discrimination on any basis and promote good relations between all staff members.
<a href="#">CSR Policy</a>	This Policy refers to the framework, development and deployment of Corporate Social Responsibility within Applus+ group.

## 8. Version control

Version 1	Creation of Diversity and Equality Policy	October, 1 2019
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## 9. Breach of this Policy

All Applus+ Group's employees are responsible for complying with this policy. Failure to comply with this policy will result in appropriate disciplinary action which, depending on the circumstances, may include termination of employment.

If any employee within the Applus+ Group has any doubt or reasonable suspicion of any breach of this policy, it should be notified through the Applus+ communication channel forms. To do so, the forms are accessible in the Global Intranet and the Applus+ website through the following link:

<http://www.applus.com/en/aboutUs/ethicsAndCompliance/communication-channel>

The Corporate Internal Audit Department will monitor compliance by performing periodic corporate governance audit work. It is the responsibility of the decision-maker to keep the documents and evidence which guarantee that the guidelines specified in this policy were properly followed during the decision making process.