

## Inclusion and Diversity Policy

OSSA is a construction company, founded in 1952, dedicated to the execution of underground works for civil works, mining and the energy sector.

In line with its vision of **“being a world leader in underground works execution”**, and with its mission of **“carrying out its daily operative functions and responsibilities to maximise profits for its shareholders, within a framework of compliance with legislation, good environmental practices, safety standards and respect for human rights”**, OSSA is aware that respect for diversity and inclusion in the workplace are fundamental values to foster growth and personal development. For this reason, OSSA promises to respect diversity and inclusion and ensure that every person has the right to be treated with dignity and respect.

The OSSA management has set out this policy as a framework for its daily management, and undertakes to:

- Look after the people who work for OSSA by promoting their personal and professional development, as our greatest strength is our team. Diversity and inclusion within our organisation help us to be a better company, as they afford us the diversity of thought necessary to make better decisions and achieve better results.
- Develop and promote talent regardless of gender, ethnicity, sexual orientation or any other characteristic which makes our collaborators unique.
- Make sure that the activities carried out by OSSA and its employees are accomplished under absolute and constant respect for the Human Rights and Public Freedoms included in the Universal Declaration of Human Rights.

San Sebastián de los Reyes, on 24 June 2022

Mr Carlos Puente Costales

President