



## The CEPSA Group's Equality Position Statement

The CEPSA Group is staunchly committed to a policy of promoting equal opportunity and non-discrimination in the workplace as a means of harnessing the full potential of its employees. This commitment is articulated and demonstrated through its support for the following general values and principles:

- **Compliance with applicable laws and regulatory requirements and adherence to global initiatives**  
The CEPSA Group is committed to ensuring compliance with equal opportunity and anti-discriminatory legislation and particularly to meeting the obligations arising out of Organic Law 3/2007 on Gender Equality.

Consistent with a corporate culture based on and guided by the values of integrity and transparency, the CEPSA Group endorses and fulfils the commitments resulting from its adherence to the United Nations Global Compact (UNGC) and complies with the principles contained in the Universal Declaration of Human Rights (UDHR) and the Declaration on Fundamental Principles and Rights at Work of the International Labour Organization (ILO).

- **Equality of Opportunity**  
The CEPSA Group firmly stands by the principle of equality in the workplace, and seeks to achieve this by its unwavering commitment to non-discrimination on the basis of race, colour, nationality, ethnic origin, age, gender, marital status, sexual orientation, religious or political beliefs, disability or any other personal or physical condition or socioeconomic status of its employees, as well as to the promotion of equal opportunities for all of them. The Company is also steadfastly committed to its policy of ensuring equal treatment for men and women with regard to recruitment, training, promotion, transfer, compensation, benefits and performance appraisal procedures.

The Group strives to ensure that mechanisms are in place to properly monitor and evaluate certain indicators that enable it to continuously move forward towards effectively achieving equality objectives, without disregarding the nature of the Group's different business activities.

- **Workforce Training and Awareness-Raising**  
Training is provided to the CEPSA Group's workforce to further its knowledge and awareness of equality issues, encourage diversity and create a favourable environment that is supportive of and conducive to changes that may arise as a result of the implementation of equality policies in our society.
- **Protection against Workplace Harassment**  
CEPSA strives to create and promote a working environment that is free from any form of violence, physical assault, verbal abuse, sexual harassment, racial, gender and sexual orientation harassment, psychological/emotional harassment, bullying, mobbing, abuse of power or authority or any other type of misconduct or behaviour that may result in the intimidation, offence, degradation or humiliation of its workers and the violation of their rights. The Company's policy is to take a zero-tolerance approach to harassment in all its forms.

The Group aims to keep its employees well-informed and to build awareness and understanding on what constitutes harassment and how to identify it in its different facets. CEPSA also strives to make all employees familiar with the procedures that are in place to investigate and handle any such claims and complaints that may arise.

- **Extension of equality principles to the value chain**  
The CEPSA Group endeavours to keep all of its suppliers and contractors apprised of the company's equal opportunity and anti-discrimination and harassment policies and commitments.