

# **DIVERSITY, EQUALITY & INCLUSIVITY (DEI) POLICY**



ROCA GROUP

# DIVERSITY, EQUALITY & INCLUSIVITY (DEI) POLICY

As United Nations states, “Corporate sustainability starts with a company’s value system and a principles-based approach to doing business.” For this purpose, United Nations created the Ten Principles of the UN Global Compact, which derived from the Universal Declaration of Human Rights, the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development and the United Nations Convention Against Corruption.

ROCA GROUP works continuously to make advancements in those Ten Principles. To pursue the elimination of discrimination in respect of employment and occupation (Principle 6) in particular, which is also connected to the 5<sup>th</sup> Sustainable Development Goal (SDG) of the United Nations Agenda 2030 (Gender Equality), **three main goals are established:**



## **Diversity.** The Company shall ensure diversity at all levels among its activity.

Diversity encompasses the set of characteristics that make people unique and singular, including visible and non-visible conditions. That is the richness that each person brings to ROCA GROUP. ROCA GROUP strongly believes that a workplace that values and embraces different ways of thinking will foster diverse relationships and partnerships between colleagues and customers.

## **Equality.** All employees shall have the same rights regardless of race, sex, religion, opinion or any other personal or social condition or circumstance.

Equality is an essential pillar for professional progress and demands the equal treatment of employees regardless of their ethnicity, race, religion, gender, abilities or sexual orientation. This is essential for creating a truly equitable, diverse, and inclusive culture in the company, which enables ROCA GROUP to attract and retain the best talent.



## **Inclusivity.** All employees shall feel welcome, respected and valued as a member of the team.

ROCA GROUP firmly believes that a workplace that respects the particularities of all employees, fosters a sense of belonging that makes them feel valued and part of the same community. This, in turn, is conducive to greater creativity, innovation, productivity and the wellbeing of employees. Therefore, ROCA GROUP cultivates a culture in which all employees feel secure, accommodated and supported in their workplace, and appreciated for the contribution they add to the organization. Each employee is encouraged and empowered to share their knowledge, and contribute fully to the success of ROCA GROUP and to their own professional development.



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ROCA GROUP is committed to being a reflection of a diverse society and actively work to maintain and enhance these goals.

The diversity, equality and inclusivity policy is not only oriented to the implementation of isolated measures, but is part of our organizational culture and, as such, a commitment that it is continuously developed year on year through the implementation of policies and rules.

For the purposes of GENDER EQUALITY, equal treatment and opportunities shall be highlighted as one of the main goals. ROCA GROUP is fully committed to guaranteeing equal treatment and opportunities to all employees, without discriminating directly or indirectly on the basis of gender, through the establishment and development of policies aimed at achieving real equality in the organization.

**To this end, the following general objectives have been agreed upon:**

1.  
**Eliminate any hint of discrimination in access to the Company**, which includes the phases of talent recruitment, candidate selection and hiring.
2.  
**Raise awareness of Equality** among employees.
3.  
**Promote a balanced presence of employees of all genders** in all departments, groups and professional categories of the Company.
4.  
**Guarantee the professional promotion** in the Company of employees of all genders **in equal measure**.
5.  
**Prevent any hint of discrimination on Company's employee compensation** based on gender, race, sexual orientation, religion, opinion or any other personal or social condition or circumstance.
6.  
**Promote co-responsibility** in the exercise of the rights of conciliation of the Company's employees.
7.  
**Prevent** cases of moral, sexual and gender-based **harassment** in the Company.
8.  
**Maintain indefinite-term contracts** as the main type of contract in the Company.
9.  
**Guarantee equal opportunities** in the training and qualification of the employees

ROCA GROUP works to ensure that these objectives are translated into guidelines that naturally govern both the behaviour of the employees and the processes that define the ways of working.