

## **DIVERSITY, EQUITY AND INCLUSION POLICY**

The Board of Directors of Barna Steel, S.A., on behalf of the entire Celsa Group ('**Celsa Group**'), in the context of its general and non-delegable power to determine the general policies and strategies of Celsa Group, has approved the *Diversity, Equity and Inclusion Policy* (the '**Policy**').

### **I. Purpose**

The aim of this Policy is to define the principles and objectives of Celsa Group to foster a culture of respect and promotion of equality, diversity, equity and inclusion, with the strategic objective of achieving a favourable environment that facilitates and enhances equal opportunities, non-discrimination, diversity, and inclusion of all Celsa Group professionals and thus promote better achievement of its objectives. Likewise, the principles and actions developed in this Policy emanate from the culture of the Celsa Group set out in its Code of Ethics and Professional Conduct.

Given the intrinsic value of diversity, Celsa Group staffs its teams with people of different profiles, generations, cultures and origins, doing a good job on its commitment to respect and promote diversity of race, gender, gender identity and expression, ethnicity, age, education, disability, illness, religion, sexual orientation, etc., or any other personal, physical or social condition. Our aim is to have a diverse, creative, and innovative team in which our professionals feel part of an inclusive company.

Celsa Group advocates a culture of inclusion that allows a working environment in which each person can achieve and fully develop the goals set. To this end, it guarantees the creation of safe working environments in which all our professionals are responsible for treating others with the utmost respect, maintaining a policy of zero tolerance towards all types of discrimination.

Likewise, equal opportunities are one of the essential pillars of professional progress in Celsa Group and its development implies equal treatment to promote the personal and professional progress of the team.

## **II. Scope**

This Policy applies to Celsa Group and all group companies, taking into account their specific characteristics. Celsa Group will work to ensure that the policies of its Group companies are in line with this Policy.

## **III. General principles**

To fulfil the above commitments, Celsa Group assumes and is guided by the following general principles:

- Ensure equal opportunities through measures and actions to achieve real equality of treatment and opportunities for all professionals.
- Establish mechanisms to prevent situations of discrimination, both direct and indirect, at all levels, in relation to race, nationality, racial or ethnic origin, age, disability, illness, religion, conviction or opinion, sexual orientation or identity, gender expression, sexual orientation, marital status, personality or any other personal, physical or social condition, and observing strict compliance.
- Ensure that all professionals work in a dignified and respectful working environment, free of discrimination, harassment, and any form of intolerance and violence.
- Promote respect and the value of individual differences, facilitating an inclusive work environment in which all professionals feel integrated and accepted.
- Engage the entire Celsa Group in matters of diversity, both in relations between professionals, regardless of their position, and in relation with customers, suppliers, and other stakeholders.
- Promote awareness and compliance with the commitments of this Policy among those with whom Celsa Group has commercial relations: partners, suppliers, contractors,

distributors, etc., as well as any other public or private entity related to its operations or services.

- Develop procedures and implement appropriate and adequate training programmes to achieve these objectives.

#### **IV. Areas of application**

Further the general principles set out above and the commitments made, labour relations management at Celsa Group are imbued with the values of diversity, equity, and inclusion at all stages:

1. Attracting talent:

Our values, principles, and commitments to equality, diversity, and inclusion contribute to the Celsa Group brand in attracting people, where any professional will be valued for their talent and not for their physical, personal or social characteristics.

2. Selecting talent:

Our commitments ensure that selection processes are transparent and objective, free from unconscious bias, guaranteeing equal opportunities and non-discrimination.

3. Onboarding:

The staff on-boarding process facilitates the inclusion of each person, according to their individual characteristics.

4. Development and growth:

We ensure the equitable professional development of our professionals, valuing their knowledge and skills and their evaluation of goal achievement and performance.

5. Offboarding:

In the offboarding process, we ensure fair and equitable accompaniment in the exit process of any professional without their physical, personal, and social characteristics being taken into account.

## **V. Strategic lines of action**

To achieve the general above principles in this Policy, as well as our commitments, Celsa Group identifies the main lines of action in terms of diversity, equity, and inclusion:

### 1. Gender diversity:

- To achieve equal opportunities and gender equality at all levels of Celsa Group by promoting a respectful environment free of discrimination and encouraging the balancing of professional, familiar and personal life, Celsa Group aims to achieve a 30% female presence on its teams.
- Actively promoting the presence of women at all levels, especially in leadership positions, guaranteeing their professional development with equal opportunities.
- Complying with regulations regarding the wage gap between women and men in similar jobs.

### 2. Diversity of origin:

- Respecting and valuing social and cultural differences as a source of added value.
- Demanding maximum respect and value for cultural diversity, using it as a source of knowledge and talent.

### 3. Functional diversity:

- Valuing the unique potential of people with disabilities and harnessing their talents.
- Promoting the inclusion of people with disabilities in the workplace.
- Improving the integration of people with disabilities at the point of entry into the workplace.
- Supporting talent retention of people with disabilities in the workplace.

### 4. Generational diversity:

- Supporting the hiring and coexistence of professionals from different generations, ensuring that their talent is managed and harnessed, avoiding biases in selection, hiring, and promotion processes based on age.

This Diversity, Equity and Inclusion Policy was updated by the Board of Directors of Barna Steel, S.A., representing the entire Celsa Group, on 2023, July 13<sup>th</sup>.