



FCC's Equal Opportunities and Safe Environments, Diversity and Inclusion Policy

28th November 2023

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Preamble

By approving this Policy, we ratify FCC's commitment to the diversity of its work teams and to the values of loyalty, professionalism, well-being and the development of its communities, as established in the FCC Group Code of Ethics and Conduct.

FCC has a diverse workforce and operates in diverse environments in different countries and recognises that such diversity is what fosters the creation of plural working environments, in which the free exchange of knowledge and experiences lead to innovation and growth.

FCC's people, experiences, knowledge, and professionalism can be trusted, in addition to its ability to provide solutions that help transform society, all of which contribute to achieve our business and social objectives, by promoting these values in the local communities in which we operate. Recognising the diversity of people is as relevant as ensuring that all people feel they are part of the company with or through actions that promote equal opportunities and safety in the work environment. All of the foregoing, regardless of the special protection measures implemented through specific actions for socially disadvantaged or underrepresented groups who, due to their physical, psychological conditions or personal and cultural orientations, have traditionally encountered barriers to their effective social integration and equal opportunities in the labour market.

Likewise, to guarantee healthy and inclusive environments and in compliance with its moral, ethical, and legal commitment, FCC regularly reviews the actions developed in accordance with the Policies on Human Rights and on the prosecution against discrimination, labour, sexual or gender-based harassment or any other type of violence.

This Policy strengthens the commitments and actions that the FCC Group has already been developing, and by virtue of which it is an example for best practices in terms of equal opportunities, diversity and inclusion in the market, for our stakeholders and people, fostering a positive and enriching business culture that generates identification with the company's values and which will make them feel proud for being a part of the company.

Purpose

This Equal Opportunities and Safe Environments, Diversity and Inclusion Policy is part of the Code of Ethics and Conduct and is aligned with the Human Rights Policy, the Sustainability Policy, the principles of the United Nations Global Compact and the 2030 Agenda for Sustainable Development.

Likewise, from a transversal point of view, it will strengthen the integration of the equal opportunities, diversity and inclusion values across at all levels of the organisation and in all of our activities and Business Areas, acting as a lever in the effort to achieve effective and real equal opportunities and the search for safe environments, in which there is no place for any form of discrimination.

Scope of application

This corporate Policy applies to all companies of the FCC Group, regardless of their activities or the place where such activities are carried out.

Furthermore, based on the geographical diversification of the FCC Group, the application of this Policy in those subsidiaries established outside of Spain must be implemented in compliance within the existing regulatory framework in each country.

FCC, S.A., as the parent company of the Group, is responsible for establishing the bases, instruments, and mechanisms necessary for an adequate and efficient coordination between this Company and the other companies that form part of its Group. All of the foregoing, without prejudice or any loss of the employer status and the independent decision-making capacity that corresponds to each of these companies, in accordance with the corporate interest of each of them and the duties that the members of their administrative bodies maintain towards all their shareholders.

This Policy constitutes the minimum internal framework, and the different Business Areas may develop or adapt this policy based on their specific circumstances and characteristics.

General principles and objectives

For FCC, **diversity** is sharing the knowledge, experiences and the vision of all of its people. They all add up FCC to achieve its business and social objectives.

Additionally, through **inclusion**, FCC promotes the incorporation of people and their development, recognising the value of their differences and creating opportunities for each one to bring out the best of themselves.

Finally, **equal opportunities and the creation of safe environments** is a fundamental principle and right that cannot be separated from diversity and inclusion, constituting an inalienable principle of action for FCC, guaranteeing the same opportunities, and living in working environments where everyone feels safe.

Objectives of this Policy:

- To facilitate a diverse, equal and inclusive work environment where individual differences are respected and valued, promoting the creativity and innovation, enriching FCC with the knowledge, skills, expertise and different points of view.
- To guarantee a work environment based on respect, free of discrimination, harassment or any form of intolerance or violence against any person grounded on their nationality, racial or ethnic origin, age, disability, religion, convictions or opinions, sexual orientation or identity, gender expression, sexual characteristics, marital status, or any other personal, physical or social condition.
- To involve all of FCC's people in the fulfilment of this Equal Opportunities and Safe Environments, Diversity and Inclusion Policy, regardless of the position or role they perform.

- To encourage that the measures, processes, and actions will be developed from a equal opportunities, diversity and inclusion perspective, avoiding situations of direct or indirect discrimination.

Action guidelines

The following action guidelines are developed as a result of FCC's commitment to its Equal Opportunities and Safe Environments, Diversity and Inclusion Policy:

- Selection and recruitment:** ensuring transparent and objective selection processes, free of bias, guaranteeing equal opportunities and non-discrimination to ensure the inclusion of people, especially those included in the most disadvantaged groups.
- Training:** promoting professional development in an equitable manner, valuing the knowledge and skills required to carry out the work. All of this, without setting aside the training on a culture of equal opportunities, diversity and inclusion.
- Working conditions:** guaranteeing effective equal opportunities and treatment for our staff, establishing measures to ensure fair conditions that are free of any form of discrimination.
- Inclusive leadership:** this policy must be promoted and developed across all levels, encouraging work environments in which people feel included and part of the company's projects through an organisational structure in which team supervisors set the example and act as the driving force for equal opportunities, diversity and inclusion.
- Positive actions:** the implementation of positive actions for people in specially protected groups in terms of diversity will be considered, such as those related to gender, functional, sexual, social and/or cultural diversity.
- Communication:** contributing and showing FCC as a diverse, equal opportunities and inclusive Company, where any person will be valued for their talent and not for their physical, personal or social characteristics. We also ensure that any type of communication is inclusive and we encourage that our employees feel heard and free to express their ideas.

Compliance and monitoring

FCC will ensure that this Policy is implemented, disseminated and monitored.

At this respect, each Business Area shall appoint a group, person or department to act as leading manager for this purpose.

This Policy will be reviewed and updated as necessary to adapt it to the circumstances and requirements that may arise, in accordance with the applicable legal requirements or any circumstances that make it advisable.

The following commitments are set forth to comply with this Policy:

- Training and awareness-raising to the stakeholders including staff regarding the principles that comprise this Policy.
- Likewise, the commitment to a regular review of the policies and procedures and to establish monitoring mechanisms regarding equal opportunities, diversity and inclusion it is hereby stated. Therefore, the Business Areas must have the groups, departments or prepared and trained people in this regard and with the necessary resources to monitor it and ensure that the Policy objectives are achieved.
- Correction of any form of abuse or practice that infringes the principles of equal opportunities, diversity and inclusion.

Approval and entry into force

This Policy is approved by the Board of Directors on November 28th, 2023 and will entry into force on the day of its approval.

Version control

Version	Date	Amendments
00	28 th November 2023	Initial version. Approved by the Board of Directors