



EQUALITY AND DIVERSITY POLICY

Redexis is committed to promoting equality and diversity and a culture that actively values talent and differences, and recognises that people from different backgrounds and experiences can bring valuable insights to the workplace and enhance the way we work.

Redexis aims to be an inclusive Group, committed to providing equal opportunities throughout employment including in the recruitment, training and development of employees, and to avoid any eventual discrimination..

1. PURPOSE

The purpose of this Policy is to promote and support an environment which values and affirms talent, equal opportunity and diversity within the Redexis Group.

2. SCOPE OF APPLICATION

The Policy applies to all entities, employees and representatives within the Redexis Group.

This policy is also of particular relevance to directors, managers and employees concerned with recruitment, training and promotion procedures and employment decisions which affect others. This policy applies to all conduct in the workplace and also to conduct outside of the workplace that is related to Redexis work or which may impact on Redexis reputation.

3. COMMITMENT

At Redexis we believe that valuing diversity enables us to achieve our vision to create a more talented and dynamic Group where we seek to improve value for our customers, stakeholders and society.

At Redexis, we consider that valuing equality enables us to provide equal opportunities and access for our customers, employees and stakeholders, considering capacities, value and performance.

Redexis recognises its talented and diverse workforce as a key competitive advantage, knowing that business success is the result of the quality and skill of our people. Redexis is committed to seeking out and retaining the finest human talent to ensure top business growth and performance.

Diversity management benefits individuals, teams, customers, companies and societies. We recognise that each employee brings their own unique capabilities, experiences and characteristics to their work. We value such diversity at all levels of the company in all that we do. Managing diversity makes the Company more creative, flexible, productive and competitive.

Redexis compromises in treating all people with respect and dignity, through a supportive and understanding environment in which all individuals realise their maximum potential within the company, regardless of their differences. We are committed to employing the best people to do the best job possible.

No acts of unlawful or unfair discrimination, including harassment because of sex, sexual orientation, gender, civil status, work status, race, disability, nationality, religion, belief, age or any other circumstance, will be allowed or tolerated within the Redexis Group..

3.1. Employees

Every employee is entitled to a working environment that promotes talent, dignity, equality and respect for all. All employees will be encouraged to develop their skills and fulfil their potential.



Selection for employment, promotion, training, or any other benefit will be on the basis of aptitude, ability and equal opportunities. All promotion decisions will be made on the basis of merit and will not be influenced by any other circumstance. Where appropriate, steps will be taken to identify and remove unnecessary or unjustifiable barriers to promotion.

3.2. Customers and stakeholders

We recognise the importance of considering and reflecting the diversity of our customers and markets. Redexis recognizes the different needs and conditions of its customers and stakeholders, and compromises considering its differences, in order to provide high quality services.

4. IMPLEMENTATION AND MONITORING

All Redexis employees and officers shall respect and apply this Policy at all procedures and operations.

The Resources Direction is the responsible for the implementation of this Policy, with the participation of the relevant areas of the Group.

Observance and compliance of these regulations by the different areas of the Company will be subject to review and oversight by the Internal Audit area, which is empowered to carry out supervision or control activities, whenever it considers it convenient.

The Nomination and Remuneration Committee and/or the Audit and Risk Committee will be periodically informed on the implementation and performance by the Company of all issues related to the Diversity Policy, including recruitment, training, promotion procedures and employment decisions, in order to monitor the effectiveness and sufficiency of this Policy and review the Group's ability to manage Diversity.

To ensure remediation of potential irregular acts, including any eventual acts of unlawful or unfair discrimination, including harassment because of sex, sexual orientation, gender, civil status, work status, race, disability, nationality, religion, belief, age or any other circumstance, Redexis has implemented both internal and external whistleblower channels. Therefore, any employee or stakeholder with might be eventually concerned regarding the diversity impacts of Redexis Group's activities may raise the concerns, even anonymously, through the whistleblower channels.

All communications that are received through this channel are dealt with in accordance with our principles of confidentiality, respect, justification, privacy, and security, as set out in the Regulation about the Communication of alleged irregular facts.

This corporate policy will be periodically reviewed taking into account the organisational, legal, or business changes that may occur at any time, for the purpose of maintaining its pertinence, sufficiency, and effectiveness

5. COMMUNICATION AND DISTRIBUTION

This Policy will be communicated and distributed to all Redexis Group employees and officers.

This Policy has been approved by the Board of Directors on 17th December 2020.