



DIVERSITY AND EQUAL OPPORTUNITY POLICY

(Text approved by resolution of the Board of Directors of 17 December 2020)

(Free translation from the original in Spanish. In the event of discrepancy, the Spanish-language version prevails)

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DIVERSITY AND EQUAL OPPORTUNITY POLICY

1- PURPOSE AND SCOPE OF APPLICATION

1.1. Purpose.

Effective equality of opportunity for all employees, the absolute prohibition of all discrimination and the promotion of diversity are principles derived from the dignity of the individual and from internationally recognised human rights and have been enshrined in the United Nations Global Compact.

The activity of VISCOFAN, S.A. ("Viscofan" or the "Company") and the group of companies in which the Company (Viscofan Group) is the controlling entity within the meaning of the law, are carried out in an environment of respect for the aforementioned principles and in which equal opportunities and diversity are central to the strategy of sustainability as a fundamental value of its business culture. This requires the prevention of any type of discrimination in the workplace or at work, positive actions to promote diversity and the establishment of measures to balance work and family and personal life.

For this reason, the Board of Directors, within the framework of the General Sustainability Policy, hereby approves this Equal Opportunities and Diversity Policy (the "Policy") which aims to establish the principles and general bases of action in this area through a series of commitments that promote its effectiveness.

1.2. Scope of application

This Policy shall apply to the Company and its Group, and shall be mandatory for all its personnel, regardless of their position and function.

The Company will foster the application of the principles and bases of the Policy with any natural and/or legal person linked to Viscofan by a relationship other than an employment relationship where it is possible and appropriate for them to follow principles and guidelines consistent with those set out in this Policy and other sustainable development policies.

2- PRINCIPLES AND BASIC COMMITMENTS

The basic principles and commitments that define the Company's strategy on sustainability are as follows:

a) Observance of the legislation in force in each country and promotion of advanced international practices in this area, including the provisions of the Sustainable Development Goals on gender equality.

b) Rejection of any discrimination on the basis of sex, race, age, marital status, nationality, beliefs, or any other physical or social condition among its employees and consider diversity as a value and consequently reward employees on the basis of their merits and contributions.

c) Actively promote a culture of respect for people and conduct that is favourable and open to diversity with any of the company's stakeholders, creating a work environment where no type of harassment and/or offensive and/or disrespectful behaviour is accepted

d) Promotion of the principle of equal opportunities and diversity, establishing the measures and actions that are necessary in all the processes of people management, among others, access to employment, promotion and professional development, remuneration, training, performance evaluation and communication in order to achieve effective equal opportunities among all employees and avoid situations of both direct and indirect discrimination at all levels of the organisation.

e) Establishment of action plans that promote effective gender equality, ensuring their professional development in terms of equal opportunities and in particular setting objectives in the area of the promotion of women to management positions in the framework of talent management policies and for the reduction and elimination of any type of salary gap that may arise.

f) Promotion of measures that favour work-life balance among our employees, as well as the value of the co-responsibility necessary to achieve this.

g) Promotion of integration actions suitable for other specific groups, especially the disabled.

h) Promotion of geographical mobility and encouraging of professionals to learn about the different cultures and ways of doing things in the countries where the company operates.

i) Informing all staff of the Policy and their commitment to it.

3- IMPLEMENTATION AND COMPLIANCE

3.1. Implementation

The development and implementation of the Policy's basic principles and commitments will be carried out on the basis of specific policies and action plans and procedures defined mainly in the sphere of human resources.

The Company will strengthen the channels of communication and relationship with the different stakeholders that interact with the Group, so as to meet their needs and expectations and favour the creation of shared value.

Likewise, accountability to the different stakeholders will be ensured by issuing relevant, true, complete, reliable and rigorous information, which will allow for the monitoring of the commitments made in equal opportunities and diversity.

To this end, the Company will prepare and publish relevant information on equal opportunities and diversity annually in the management report or in a specific document on this subject.

In addition, the Company's corporate website will be a fundamental instrument for communication with different stakeholders, which can be supplemented by direct relations by the personnel designated for this purpose, and in particular through the media, and relations with shareholders where appropriate.

3.2. Monitoring and oversight

Monitoring of the Policy is the responsibility of the Board of Directors, which will exercise it through the oversight by the Appointments, Remuneration and Sustainability Committee of the development and implementation of sustainability policies and strategies and by the Audit Committee in terms of the integrity of the non-financial information included in the management report, as well as in the supervision of non-financial risks arising from the Group's actions in relation to the Policy.

Likewise, the Group has a Sustainability Committee whose tasks include promoting sustainability plans and programmes in the implementation of policies and an Ethics and Compliance Committee reporting to the Audit Committee which, in addition to ensuring compliance with the Code of Conduct, manages the channel for reporting any offences by employees and other people related to the Company.

Executives and others responsible for managing teams must apply the principles set out in the Policy and all employees must observe those principles by ensuring that all people are treated with respect and dignity.

4- APPROVAL AND VALIDITY

This Policy, following a report of the Appointments, Remuneration and Sustainability Committee, was approved by the Viscofan Board of Directors at its meeting on 17 December 2020 and came into force upon its approval.
