



POLICY

ON EQUALITY, DIVERSITY, AND INCLUSION OF THE AVAX GROUP

The people of the AVAX Group

Addressing challenges and adapting to continuous changes are fundamental prerequisites for the development of the AVAX Group and largely depend on our most valuable resource—our people. The AVAX Group aims to ensure a productive and safe working environment, guided by the principles of dignity and mutual respect.

The AVAX Group strives to foster a culture that promotes trust among all employees. To this end, it has adopted policies that support growth and development while enhancing its ability to attract new talent.

The Group aims to be an employer of choice, placing particular emphasis on development, meritocracy, and equal opportunities. Specifically, the AVAX Group focuses on:

- Staffing through meritocratic selection systems for candidates, aligned with the needs and requirements of each position.
- Providing equal opportunities for training and career advancement to all employees.
- Implementing effective performance evaluation systems.
- Promoting and protecting human rights.

Purpose

The creation of a unified corporate culture that governs the entire AVAX Group is an essential prerequisite for its development. For this reason, the Group has established and implements a Code of Ethics and Conduct, as well as an Internal Operating Regulation.

The Internal Operating Regulation defines, among other things, matters related to the composition, responsibilities, and description of the governance bodies, administrative services, as well as issues concerning the recruitment and evaluation of managerial executives. The Code of Ethics and Conduct pertains to the overall principles and rules that govern the operations of the AVAX Group, providing guidelines for the behavior of all its associates and employees.

Basic principles

Equal Opportunities and Diversity

The AVAX Group places fair treatment, respect, and the provision of equal opportunities at the core of its operations, with the aim of continuous improvement and development. Equal treatment of employees in the workplace is a priority for the Group.

In this context, the AVAX Group incorporates into its corporate values the 10 Principles of the UN Global Compact, which specifically include the protection of human rights and the right to work, ensuring and promoting well-being across all ages, gender equality, respect for diversity, and the reduction of inequalities within and between the countries in which it operates.



It has prioritized the inclusion of individuals in its workforce, regardless of gender, age, race, ethnicity, religious or political beliefs, language, educational or socioeconomic background, marital status, sexual orientation, genetic characteristics, or any other attributes.

The purpose of this Policy is to define the core principles related to diversity, equality, and inclusion, aiming to establish a fair and inclusive work environment free of discrimination.

Equality

Equality means ensuring that all our employees have equal opportunities to perform, contribute, and grow within the AVAX Group, without any discrimination or bias due to any form of diversity, regardless of the country in which we operate.

Diversity

Diversity takes into account the fact that every person is unique and different. It includes, among other aspects, gender, age, race/ethnicity, sexual orientation, physical and mental abilities, religious and political beliefs, marital status, parental status, economic situation, and approaches to thinking.

Inclusion

The AVAX Group aims to create the right conditions so that all individuals feel welcomed and accepted. For AVAX, the concept of inclusion is about embracing and recognizing the value of each individual without labels and stereotypes.

Bullying & Harassment

The AVAX Group shows zero tolerance towards bullying, harassment, and behaviors that disrespect the personality of others.

Family

We support working parents, regardless of sexual orientation, gender, age, or family status.

Age Diversity

We provide our employees with the appropriate tools and resources to ensure the ideal exchange of knowledge, skills, and experience, regardless of each individual's age.

People with Special Needs

We provide our employees with special needs equal opportunities for success, learning, and fair compensation for their services.

LGBTQI+

We provide a work environment characterized by safety and respect for colleagues who belong to the LGBTQI+ community.



Employee Well-being

We support initiatives that enhance the well-being of our employees, both on an individual level and within teams and the organization as a whole.

Violations

Violations of this Policy may result in disciplinary sanctions and/or termination of the employment contract, in accordance with the applicable legislative and regulatory provisions. When an act constitutes a violation of the law, the employee may be referred to legal proceedings under the provisions of civil and/or criminal law.

Policy Management and Updates

The Human Resources Department of the Group is responsible for managing, periodically reviewing and updating this Policy.