

Diversity, Equality and Inclusion Policy
Dia Group





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1. INTRODUCTION

At **Grupo Dia** we create a diverse and inclusive environment with equal opportunities. Our business model based on proximity and our aim to be closer every day, allow us to be part of the socio-economic fabric of a large number of neighbourhoods and municipalities, providing professional opportunities to many people and being a **reflection of all these realities**.

We firmly believe in the individual merit of people, regardless of their origin, gender, sexual orientation, disability, religion or any other characteristic. We are committed to a system where opportunities are based on the skills, effort and achievements of each individual, ensuring the same starting point at all times.

It is from these fundamental principles that we build this policy and procedures, ensuring that the rights of all people are protected and respected at all times, underpinned by the UN Human Rights principles and our Code of Ethical Conduct, the foundation on which our business and our positive contribution to the communities in which we operate is built. Based on equal opportunity, we believe that diversity and inclusion are essential to our growth and to making a positive mark on the world around us.

2. OBJECTIVE

To have a Policy that formalises our commitment to valuing Diversity, guaranteeing Equal Opportunities based on meritocracy and the Inclusion of all groups. Through this document we seek to establish guidelines and ensure our position against prejudice and discrimination, seeking to create an increasingly innovative, safe and plural environment inside and outside our company.

3. SCOPE

This policy is applicable in all companies and countries that are part of **Grupo Dia**. The content of this policy is an explicit part of all people management processes in each country and is mandatory for all employees who are part of Grupo Dia.

The company also has an internal information system, consultation and communication channel, called the Ethics Line, whose purpose is to allow all stakeholders to resolve doubts and report possible breaches of the Code of Ethics, this Policy or other irregular conduct. This



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channel guarantees the privacy and protection of the informant and is managed by the Compliance function and the various Ethics Committees in each country.

4. DEFINITIONS

Diversity is a set of characteristics, behaviors and values that differentiate people from one another. Diversity is expressed in people's lives in different forms and dimensions, such as age, race, color, ethnicity, gender identity, affective-sexual orientation, disability, geographic origin and religion, among others.

Equality and equity are the fair distribution of opportunities, based on the *principle of equality*, but considering the differences and specific needs of individuals.

Inclusion is a way to create environments where all people are respected, feel integrated and comfortable being the way they are.

Diversity, equity and inclusion are values, commitments and essential drivers of performance and socioeconomic innovation in a business that has people at the center. Therefore, we understand that it is the responsibility of the entire Dia Group community to contribute to this change in behavior that we are so enthusiastic about.

5. POLICY

Grupo Dia aims to build an environment based on respect for differences and individualities and, at the same time, on "being closer every day", with an effective coexistence, aimed at the well-being of all those who interact with us.

To achieve this, we follow a strategy focused on the groups where we can contribute the most value in accordance with the axes of gender diversity, socioeconomic diversity -favoring access to employment for vulnerable groups according to the reality of each country-, and sexual diversity. To achieve this, we are based on three pillars:

Diverse culture

We see differences as an opportunity. We foster positive relationships, where everyone feels free to be who they are, and we encourage personal development, aware that different talents



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and experiences are essential to maximize results. Learning is our engine for growth, which is why we believe it is important to train and sensitize our teams regarding best practices, to integrate different perspectives and to respect each other.

Inclusive environment

We condemn any type of discrimination and we have concrete instruments and policies to ensure compliance with this principle of equality that will allow us to promote a heterogeneous workplace.

This Policy is supported by the DEI Global Committee, which has the objective of promoting and monitoring the Company's diversity strategy. In addition, we have local Committees that act as agents of change to achieve the proposed objectives.

Active company

We are a company that moves forward guided by its purpose and driven by renewed values, which has allowed us to build a solid business that places people at the center.

To this end, we establish alliances with the main references in DEI in society in order to learn from their knowledge and experience, as well as to give visibility to our commitments:

- **To respect the principle of equal treatment** in the workplace for all purposes, not admitting any type of discrimination based on sex, marital status, age, race or ethnicity, religion or beliefs, disability, sexual orientation, political ideas, union membership or not, or any other personal or social condition.
- **To value diverse opinions** based on respect for people, considering the different contributions and points of view.
- **To generate professional opportunities** in the places where we operate,
- **To guarantee equal opportunities** in the work environment based on individual merit, with special attention to access to employment, hiring, professional promotion, training, job stability and equal pay for jobs of equal value.
- **To promote work environment free of harassment, violence and inequality**, where the dignity of the entire workforce is respected. This includes the implementation of clear and effective anti-harassment and anti-discrimination policies, as well as diversity and inclusion awareness and training programs for all levels of the organization.



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- **Ensure quality, stable and secure employment** with working conditions that promote the well-being of the workforce, including flexible work schedules, work-life balance, and occupational health and safety measures.
- **Transparency in our labor practices**, including regular auditing and open communication about our progress.

6. RESPONSIBILITIES

The Board of Directors of Grupo Dia approves the General Policy and observes compliance with it, ensuring respect for legislation and internal regulations in relation to the people who comprise the organization.

The Human Resources areas of the BUs will establish specific objectives and define the specific actions to be taken in the short, medium and long term to achieve them.

Senior Management will monitor compliance with this Policy and validate the annual Diversity and Inclusion objectives.

This Policy is supported by the Global Diversity and Inclusion Committee, which has the objective of promoting and monitoring the Company's diversity strategy.

In addition, we have local committees in each country that act as agents of change to achieve the proposed objectives.

7. REFERENCES

- [Code of Ethics](#)
- [Sustainability Policy](#)
- [Human Resources Policy](#)