



Diversity, Equity and Inclusion Policy

At Odinsa and our subsidiaries, we promote and value diversity, inclusion and the principle of equal opportunities in the workplace. We strive for a fair, equal and transparent treatment of all our employees, without discrimination and harassment, recognizing that diversity allows us to learn from differences, generating sources of competitive advantage.

Our workplaces integrate people from different nationalities, religions, gender, age, physical and cognitive condition, marital status, collective or political affiliation and sexual orientation; dissimilar characteristics that complement us, add value, strengthen employees' commitment and pride of belonging, improve the richness of analysis and therefore decision-making, and enhance the creativity and innovation that support the Company's sustainability.