

DIVERSITY AND EQUALITY POLICY

May 16, 2019

AERNNOVA, based on the provisions of its Code of Ethics, develops this *Diversity and Equality Policy* in order to establish the principles that, in this respect, should govern the Group's companies.

1.- PRINCIPLE STATEMENTS

People are the main asset of Aernnova, and under this premise the Board of Directors of the company recognizes diversity to its full extent as one of the main values in a competitive, innovative and sensitive project with society.

In this line, the Aernnova Group is committed to promoting equal opportunities among all people who are part of the company, and that the salary system is applied based on merit and professional contributions, adapting to the traditions and customs of the country or area where their units are located.

Through its internal policies and, with the leadership of the Board of Directors and the Executive Committee, Aernnova will promote a culture that respects and values differences and will promote dignity, equality, inclusion and diversity, as key elements to increase the commitment of the people with the business project.

2.- PORPOSE

The purpose of this *Diversity and Equality Policy* is to create a culture that guarantees (i) non-discrimination by reason of race, gender, marital status, ideology, nationality, religion or any personal, physical or social condition and (ii) respect and recognition of individuality and heterogeneity, all in accordance with current legislation in each country and following international best practices.

3.- PRINCIPLES

In order to achieve these objectives, AERNNOVA assumes and promotes the following principles of action:

- a) Provide a work environment based on **dignity and respect** for all people. Any form of action not in line with this principle will not be tolerated.
- b) Respect and consider **diversity as a value**, promoting non-discrimination by reason of race, color, age, gender, marital status, ideology, nationality, beliefs, sexual orientation or any other personal, physical or social condition among its professionals.
- c) Guarantee the **right to equal opportunities**. This principle entails the commitment to carry out an equitable treatment that promotes the personal and professional progression of the Group's human team, specifically:
 1. Ensure that the practices linked to professionals (recruitment, hiring, training, professional development, promotion and remuneration) are carried out according to the knowledge, skills, merits and necessary competencies required

by the different jobs, without establishing differences by reason of personal, physical or social conditions such as gender, race, marital status or ideology, political opinions, nationality, religion or any other personal, physical or social condition.

2. Support professionals with different skills, promoting their occupation and effective professional development.
3. Promote a culture that encourages collaboration, transparency and equity in order that all employees can contribute with their full potential.
4. Promote understanding between cultures and equip our organization and staff with the tools necessary for the development of a global mentality.
5. Promote transparent communication, encouraging respect, innovation and granting the necessary autonomy to professionals in the exercise of their functions.
6. Strengthen the Group's commitment to gender equality and respect for diversity, eradicating the use of discriminatory language in any type of corporate communication, internal or external.

4.- RESPONSABILITIES

The Board of Directors approves the *Diversity and Equality Policy*.

Management and those in charge of managing teams must apply these principles and be an example for the rest of the organization in respect to diversity and equal opportunities and to take the necessary measures to ensure its compliance.

All Aernnova professionals shall be responsible for implementing these principles of action and will look out for a treatment based on the respect and dignity of all people.

For any questions regarding this Policy, please contact the Human Resources Responsible for each work center.

To ensure compliance with this Policy, the vehicles defined in the Code of Ethics will be used.

NOTICE: This document is a translation of a Spanish-language document and is provided for information purpose only. In the event of a discrepancy between this translation and the original Spanish-language document the text for the original Spanish-language document shall prevail.