

# DIVERSITY AND EQUALITY POLICY

ATI Consult





Asistencias Técnicas de Ingeniería Consultores, S.L. undertakes to promote equality and diversity and a culture that actively embraces talent and differences, and recognises that people from different backgrounds and experiences can bring valuable knowledge to the workplace and improve the way we work.

Asistencias Técnicas de Ingeniería Consultores, S.L., hereinafter ATI Consult endeavours to be an inclusive Group, committed to equal opportunities throughout the employment process, including the selection, training and development of employees; and to avoid any potential discrimination.

### 1. Aim

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The purpose of this Policy is to promote and support an environment that recognises and supports talent, equal opportunities and diversity within ATI Consult.

### 2. Field of application

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This Policy applies to all entities, employees and representatives that belong to ATI Consult.

This policy is especially applicable to directors, managers and employees involved in recruitment, training and promotion procedures and other employment decisions. This policy applies to all actions in the workplace and also to actions outside the workplace that are related to work at ATI Consult or that may affect the reputation of ATI Consult.

### 3. Commitment

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At ATI Consult we believe that embracing diversity enables us to achieve our vision of creating a more empowered and dynamic organisation that seeks to provide added value to our clients, stakeholders and society.



At ATI Consult we believe that promoting equality allows us to provide equal opportunities and access to our clients, employees and stakeholders, taking into account their capabilities, value and performance.

ATI Consult recognises that a skilled and diverse workforce is a key competitive advantage, in the knowledge that business success is the result of the quality and skills of our people. ATI Consult undertakes to seek and retain the best human talent to ensure optimal business growth and performance.

Diversity management benefits individuals, teams, clients, companies and societies. We recognise that each employee contributes their own unique skills, experiences and characteristics to their work. We embrace this diversity at all levels and in all areas of the business. Diversity management makes the Company more creative, flexible, productive and competitive.

ATI Consult undertakes to treat all people with respect and dignity, through a supportive and inclusive environment in which everyone develops their full potential within the company, regardless of their differences.

We are committed to employing the best people to do the best work possible.

No act of unlawful or unfair discrimination, including harassment on the basis of sex, sexual orientation, gender, marital status, employment status, race, disability, nationality, religion, beliefs, age or any other circumstance shall be permitted or tolerated at ATI Consult.

### 3.1. Employees

Every employee has the right to a working environment that promotes talent, dignity, equality and respect for all. All employees will be encouraged to develop their skills and fulfil their potential.

Selection for employment, promotion, training or any other benefit shall be carried out on the basis of aptitude, ability and equal opportunity. All promotion decisions shall be made on the basis of merit and shall not be influenced by any other circumstances. Where appropriate, steps shall be taken to identify and remove unnecessary or unjustifiable barriers to promotion.



### 3.2. Consumers and stakeholders

We recognise the importance of considering and reflecting the diversity of our clients and markets.

ATI CONSULTANTS recognises the different needs and conditions of its clients and stakeholders, and undertakes to consider their differences in order to provide quality and value-added services.

## 4. Implementation and monitoring

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All employees and managers of ATI Consult shall respect and apply this Policy in all procedures and actions.

Resource Management is responsible for the implementation of this Policy, with the participation of the relevant areas of the Organisation.

The observance of and compliance with this Policy by the different areas of the Company shall be subject to review and monitoring.

To ensure the remedy of possible irregular acts, including any acts of illegal or unfair discrimination, including harassment based on sex, sexual orientation, gender, marital status, employment status, race, disability, nationality, religion, beliefs, age or any other circumstance, ATI Consult has developed a Code of Ethics, implementing internal and external whistleblowing channels to communicate any possible irregularities.

Therefore, any employee or stakeholder who may be potentially affected by the impact of the activities carried out by ATI Consult in the field of diversity can report their concerns, even anonymously, through the aforementioned whistleblowing channels.

All communications received through this channel are dealt with in accordance with the principles of confidentiality, respect, justification, privacy and security, as set out in our ATIVO\_2 Code of Ethics regarding the Reporting of Alleged Irregularities.

This corporate policy will be revised periodically in accordance with organisational, legal or operational changes that may occur at any time, in order for it to remain relevant, adequate and effective.



## 5. Communication and distribution

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This Policy shall be communicated and distributed to all employees and managers of ATI Consult.

This Policy was approved  
by ATI's management team  
on 16 September 2021