



Management Commitment.

To Equal Opportunities.

Arpol is committed to human rights and equal opportunities. In our commitment to diversity at all levels, we wish to make special mention of continuing to work on a commitment to establish and develop policies of equal treatment and development of opportunities between men, women and other genders, without discrimination either directly or indirectly on the grounds of gender.

In each and every one of the areas in which our activities are carried out, from selection, recruitment, promotion, training, through to wage policy, communication, working conditions, appraisal, occupational health, work-life balance policies etc., we are committed to the principle of equality and non-discrimination, the latter being understood as "the situation in which an apparently neutral disposition, criterion or practice places a person of one gender at a particular disadvantage compared to a person of another other gender."

We are convinced that promoting equal opportunities makes us a stronger, more innovative, more resilient organisation and more open to the market and its needs. In turn this drives social justice and social impact objectives that contribute to a better world, in accordance with some of the Sustainable Development Goals (17 United Nations goals for 2030) and Organic Law 3/2007 for Effective Equality.

Sincerely,

General Management.

Barcelona, January 2023

