

fagored<sup>er</sup>lan<sup>g</sup>roup

**PEOPLE POLICY**



## PEOPLE POLICY

### 1. Purpose

The People policy forms a framework that guides the Fagor Ederlan Group in the development of people with responsible and sustainable behaviours and relationships. This policy defines the principles and establishes the commitments, which are materialised through specific goals, strategies and lines of action that are integrated into the strategies and management of the Fagor Ederlan Group.

### 2. Scope of application

This People policy is applicable to all activities, businesses and employees of the Fagor Ederlan Group, including its relations with the value chain and other stakeholders.

### 3. Commitments

The Fagor Ederlan Group is committed to Sustainable Development, with the **social dimension** being one of the main pillars that contribute to it, assuming the following commitments:

- To have a **Management System** that, in addition to complying with current legislation and the internal regulations of each region, is implemented under a proactive approach and continuous improvement.
- To have **sufficient, trained and motivated people** to respond to the Strategic and Management Plans, developing the following areas:
  - Promote people's commitment and involvement in the **cooperative project**
  - To generate **stable and quality employment**, which contributes to the social and business development of our environment and to an equitable distribution of wealth
  - Promote the **intercooperation** of people and organizations, to generate mechanisms of solidarity and greater resilience.
  - Ensuring a **safe and healthy work environment**
  - Promote **the development of people** through continuous training, internal promotion and recognition of a job well done that promote personal satisfaction and self-esteem
  - Promote the **participation of people** in the management and results of the Company, through participatory and flexible organizational models that generate greater commitment, motivation and identity.
  - To design and implement a **leadership model** that transmits our culture and values to the entire Group, fosters innovation and promotes personal capabilities, developing our teams and providing them with the skills, competencies and tools necessary to meet our strategic challenges.
  - To promote the **equality** of people, ensuring equal pay for the same work carried out
  - Recognize the **diversity** of people (origin, race, color, sex, religion, political opinion, etc.), prohibiting discrimination on any grounds and implementing tools to ensure compliance
  - Promote **inclusion**, establishing measures to prevent and mitigate any type of discrimination.
  - To provide flexible work options that allow the **conciliation** of our employees personal and family lives.
  - Respect **Human Rights and Working Conditions** in all our operations by focusing efforts on rejecting any form of discrimination, retaliation or harassment and on not tolerating forced labor or child labor.

#### 4. Approval and monitoring

- **Approval:** This policy has been drawn up and approved by the **Board of Directors of** the Fagor Ederlan Group, which is responsible for its implementation, thus reflecting the commitment of top management to the Sustainability Strategy and ensuring its integration into the company's global strategy.
- **Monitoring:** There is a **Social and Labour Commission**, made up of members of the executive and workers' representatives, to supervise the implementation of this policy and which reports directly to both the Board of Directors and the Governing Board of Fagor Ederlan Group.
- **Review:** This policy is reviewed and when necessary, updated periodically, always seeking to reflect the ambitions of Fagor Ederlan Group in this area and taking into account changes in legislation as well as comments and suggestions from stakeholders.

Date	Approved by
21/10/2025	Board of Directors of Fagor Ederlan