



## **Cex Internacional S.A.**

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### **CEX INTERNACIONAL, S.A. DECLARATION about EQUAL OPPORTUNITY POLICY**

CEX INTERNACIONAL, S.A. declares its commitment in the establishment and development of policies that integrate the equal treatment and opportunities between women and men, without directly or indirectly discriminating on the basis of sex, as well as in the imposition and promotion of measures to achieve real equality in the workplace of our organization, establishing equal opportunities between women and men as a strategic principle of our Corporate and Human Resources Policy, in accordance with the definition of this principle established by Organic Law 3/2007, of March 22, for the effective equality between women and men.

In each and every one of the areas in which the activity of this company takes place, from the selection to the promotion, going through the salary policy, the training, the conditions of work and employment, the occupational health, the organization of the time of work and conciliation, we assume the principle of equal opportunities between women and men, paying special attention to indirect discrimination, understanding this *"The situation in which an apparently neutral disposition, criterion or practice places a person of one sex at a particular disadvantage with respect to persons of the other sex"*.

Regarding communication, both internal and external, all the decisions adopted in this regard will be informed and an image of the company will be projected in accordance with this principle of equal opportunities between women and men.

The enunciated principles will be put into practice by promoting corrective and positive equality actions.

Llerona, Les Franqueses del vallès, January 2018