

## **POLICY ON DIVERSITY AND INCLUSION**

Since it was founded, our commitment in ROSSELLÓ ABOGADOS is aimed at delivering our legal advice services in accordance with the highest ethical and legal standards, and offering our employees a positive working environment with the necessary tools and opportunities for their personal and professional growth.

In order to implement this commitment, ROSSELLÓ ABOGADOS has created its Policy on Diversity and Inclusion based on the respect and enforcement of the principle of equality and non-discrimination, including the concepts of diversity and inclusion for our employees, clients and strategic partners.

This Policy defines inclusion as one of its fundamental pillars, this being understood as equal access to resources and opportunities for everyone, to make them feel respected, accepted and valued based on their merits, their work capacity, their condition as individuals and team members, and their contribution to the mission of ROSSELLÓ ABOGADOS.

Our main commitment with Society is to embrace diversity and inclusion as part of our daily efforts to increase creativity and productivity in performing our mandates and meeting the different and various needs and expectations of our clients.

For such purpose, our Policy on Diversity and Inclusion contemplates and abides by the following concepts:

- We shall not permit or tolerate any form of discrimination on grounds of race, gender, sexual orientation, ethnic origin, religious belief, disability, age, marital status, nationality, political affinity, look, language and accent, and any other circumstance in general.
- We shall not permit any act of harassment and/or sexual harassment of any kind whatsoever.
- We shall enforce our Policy using a mainstream approach in all the procedures developed by ROSSELLÓ ABOGADOS, which shall be in line with the applicable legal provisions.
- We shall promote and defend the fundamental rights of our employees, clients and strategic partners.
- We shall create a pleasant working environment offering all the necessary conditions for the development of each and every employee, client and strategic partner.
- We shall carry out Policy awareness campaigns regularly inside ROSSELLÓ ABOGADOS.
- We shall undertake the corresponding actions and measures aimed at preventing, identifying, investigating and/or sanctioning any violation of this Policy, including the implementation of adequate internal procedures and policies to ensure confidentiality of the cases, reports and communications received, and to protect those involved in reporting the same against any form of threat or coercion.
- We shall fight and sanction discrimination, lack of respect for diversity, and any act of harassment and/or sexual harassment of any kind whatsoever.
- We shall promote and encourage our clients and strategic partners to learn more about our Policy and to implement behavior guidelines that are in line with it.

# ROSSELLÓ

ABOGADOS

ROSSELLÓ ABOGADOS has a CODE OF CONDUCT currently in force and approved by the Partners General Meeting, which is enforceable and binding on all members of our organization. This CODE OF CONDUCT includes clear and concrete disciplinary measures that will be strictly enforced if there is any evidence of misbehavior that infringes or violates this Policy by any employee, since the main objective of ROSSELLÓ ABOGADOS through this Policy is to ensure and promote respect, tolerance and empathy between every member of the organization and related third parties.

The Compliance Officer shall be in charge of ensuring compliance with this Policy, without prejudice to the responsibility and actions of the Governing Bodies of ROSSELLÓ ABOGADOS, within their areas of competence. The Compliance Officer shall be responsible for receiving and answering any questions or comments regarding the Policy on Diversity and Inclusion, made by the employees, clients and/or strategic partners, as well as starting, following and completing any procedures occasionally arising therefrom. ROSSELLÓ ABOGADOS shall guarantee the confidentiality of every case or situation reported under this Policy.

ROSSELLÓ ABOGADOS considers that for this Policy on Diversity and Inclusion to be successful these commitments must be fully assumed by our employees as well as our clients and strategic partners; accordingly, this Policy shall be disseminated to all of them through our web page, special communications sent to our clients and strategic partners, and through any other mechanism established by our Governing Bodies.

May 2021  
**BOARD OF MEMBERS**  
**ROSSELLÓ ABOGADOS**