

DIVERSITY, INCLUSION, AND GENDER EQUITY POLICY

R&Q Ingeniería S.A. acknowledges the importance of promoting diversity within the composition of our workforce, placing people at the center. Therefore, we commit to initiatives that foster a culture of respect for diversity, equality, and labor inclusion across all company processes.

This policy aims to address the following objectives:

- Our company adheres to diversity and NON-discrimination. All employees will be treated fairly, and diversity factors such as gender, culture, ethnicity, religion, or disability will be respected.
- Promote the inclusion of women as part of the R&Q workforce, encouraging gender equity.
- Promote the inclusion of people with disabilities based on universal accessibility, fostering an inclusive work environment.

We are all responsible for fostering an Inclusive Culture.

The General Management and Human Resources Management are responsible for establishing and disseminating the program to all employees, defining goals and responsibilities, and ensuring the necessary resources for its implementation and subsequent evaluation.

Likewise, each employee is responsible for promoting, within their teams, the appreciation of individual differences, fostering an environment of respect and fair treatment, where no discriminatory behavior is tolerated.

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