



DIVERSITY AND INCLUSION POLICY
Approved in ISA's Board of Directors Meeting number 855
September 24, 2021

OBJECTIVE

To declare corporate decisions aimed at incorporating the diversity and inclusion approach as principles of business management and relationship with the different stakeholders, in line with our purpose "Connections that Inspire", in order to contribute to the achievement of the strategy "Our Future Inspired by Sustainable Value".

DECLARATIONS

- We recognize, respect and value the differences of all human beings.
- We value diversity and inclusion as a leverage for our business management, the achievement of our strategic objectives, the strengthening of organizational productivity, the generation of value and the best performance of the organization.
- We promote equal treatment and equality in opportunities and working conditions, recognizing gender, multiculturalism, and universal accessibility conditions throughout the talent cycle.
- We believe in human diversity as an opportunity for exchange, innovation, and enrichment.
- We reaffirm our corporate commitment to recognizing the needs of our stakeholders and creating alternatives to promote equitable conditions.
- We establish measures to prevent, address and punish workplace and sexual harassment.
- We develop preventive actions against any type of discrimination in the workplace.
- We promote the reconciliation of work, personal and family life.
- We promote the implementation of a management system for diversity and inclusion to define objectives, strategies, and plans, as well as to contribute to the continuous improvement of processes.
- We develop effective processes of training, communication, awareness, participation, and measurement of knowledge and understanding, aimed at strengthening the management necessary for the implementation of this policy.

Roles and responsibilities

The specific roles and responsibilities related to the application of this policy are those stated in the management systems for diversity and inclusion or its equivalent, and in the processes and procedures that complement it in each company of the ISA Group.

CARLOS HUMBERTO DELGADO
Chief Organizational Talent Officer