



casadevall group

Global Inclusion
and Belonging Policy

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Introduction

Casadevall Group Casadevall Group believes that diverse perspectives and an inclusive culture make us a stronger, more resilient, and more creative organization. This Global Inclusion and Belonging Policy (the “Policy”) sets out our commitment to building a workplace where every employee, contractor, and partner feels respected, valued, and empowered to contribute fully, regardless of background.

This Policy complements our Code of Business Conduct for Employees and Contractors and our Employee Handbook and provides more detailed guidance on how we bring our commitment to inclusion and belonging to life across our global operations.

Scope

This Policy applies to all employees, contractors, and representatives of Casadevall Group worldwide, across all our facilities, offices, and project sites in Spain, Romania, China, Vietnam, and any other location in which we operate. It also guides our expectations of suppliers and business partners with respect to the fair and inclusive treatment of their own workforces.

Non-discrimination and equal opportunity

All decisions relating to recruitment, hiring, promotion, compensation, training, and termination are made solely on the basis of legitimate, non-discriminatory factors, including qualifications, skills, performance, and experience.

Casadevall Group expressly prohibits discrimination, harassment, or any form of unlawful or unfair treatment on the basis of race, colour, ethnicity, nationality, gender, gender identity or expression, age, disability, sexual orientation, religion or belief, or any other characteristic protected under applicable law.

We maintain a zero-tolerance policy for harassment, bullying, or discriminatory conduct of any kind, as set out in our Code of Business Conduct for Employees and Contractors.

Inclusive leadership and accountability

Building an inclusive culture is a shared responsibility, led from the top. Casadevall Group's leadership is accountable for modelling inclusive behavior, setting a respectful tone, and ensuring that inclusion and belonging considerations are embedded in day-to-day decision-making, including workforce planning and talent development.

Managers at every level are expected to foster teams where diverse perspectives are welcomed, and where employees feel comfortable raising concerns or ideas without fear of judgement or reprisal.

Belonging and workplace culture

We aim to cultivate a sense of belonging by encouraging open communication, collaboration, and mutual respect across our teams, functions, and geographies. Casadevall Group supports initiatives, training, and awareness activities that strengthen understanding of different cultures, backgrounds, and working styles across our global facilities.

Employees are encouraged to bring their authentic selves to work and to participate in company initiatives that promote connection and shared understanding across our diverse, multi-country workforce.

Accessibility and reasonable accommodation

Casadevall Group is committed to providing reasonable accommodations for employees and candidates with disabilities or other needs, in accordance with applicable local law, to ensure equal access to employment opportunities and a safe, functional working environment.

Reporting concerns

Employees, contractors, and other stakeholders are encouraged to report any concerns relating to discrimination, harassment, or exclusionary behavior without fear of retaliation. Reports can be made to a manager, local HR, or through our whistleblower channels described in our Code of Business Conduct for Employees and Contractors. All reports will be treated confidentially and investigated promptly and fairly.

Policy revisions and governance

The policy will be reviewed and updated periodically to remain aligned with evolving knowledge on climate and regulatory frameworks. Questions or requests for clarification can be directed to the policy owner.

Public policies

For more details on Casadevall Group's publicly accessible policies, including our commitment to providing a safe and healthy working environment for employees as

well as how we address waste management and anti-corruption and bribery, please visit:

- Casadevall Group Climate Policy
- Casadevall Group Resource and Waste Management Policy
- Casadevall Group Material Standard and Responsible Sourcing Policy
- Casadevall Group Health and Safety Policy
- Casadevall Group Code of Business Conduct for Employees and Contractors
- Casadevall Group Anti-Corruption and Bribery Policy
- Casadevall Group Global Inclusion and Belonging Policy
- Casadevall Group Responsible Marketing Standard
- Casadevall Group Whistleblower Policy

Policy Owner

This Global Inclusion and belonging Policy is owned by Helene Liebst von Obelitz, Head of Sustainability and Creative Transformation and approved by Raul Casadevall, CEO.

Inquiries pertaining to our policies, actions and targets for the group should be send to Helene Liebst von Obelitz, Head of Sustainability and Creative Transformation, helene@casadevallgroup.com

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Approved by: Helene Liebst von Obelitz, Head of Sustainability and Creative Transformation and Raul Casadevall, CEO

