



POLICY ON GENDER EQUALITY

The aim of this policy is to affirm and promote gender equality in the Agripalma company in order to foster the construction of a fair, inclusive and diverse working environment, thus helping to mitigate the risk of arbitrary gender discrimination within the organization, through diagnoses that allow us to comply with the commitment made by the company within the scope of this Policy.

In order to achieve this goal, Agripalma undertakes to :

- Raising awareness and constantly informing its employees about gender equality issues in the workplace, addressing its different dimensions;
- Promote measures to guarantee equal opportunities in access to employment for both women and men;
- Strengthen the development and talent of women and men at Agripalma by implementing measures to safeguard equal opportunities and eliminate arbitrary gender discrimination in training, performance evaluation and promotion processes;
- To promote the reconciliation of professional, family and personal life in a logic of co-responsibility in accordance with the lifestyle of the women and men who work at Agripalma;
- Promoting the exercise of maternity/paternity rights and parental responsibilities, and actions aimed at making workers aware of the value of co-responsibility for the family among workers;
- Promote measures to prevent, detect and punish sexual and workplace harassment;
- Periodically carry out the diagnostics that will enable it to meet the company's commitment in this area;
- All those who work and collaborate with Agripalma are called upon to respect and enforce this Policy, promoting fair treatment and equal opportunities for men and women

We promote the analysis and continuous improvement of our activity in order to improve our performance in all the areas that contribute to the success of our organization: processes, people and the environment.

This Policy is communicated to all Agripalma employees and made available to all external stakeholders who request it.

Agripalma Company, June 05, 2024

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NICOLAS BERGEROT