

This Hiperbaric Equality and Diversity Policy document shows the effort and commitment of the Company to comply with the highest ethical standards and regulatory requirements established in Organic Law 3/2007, of March 22, for the effective equality of women and men and Decree-Law 6/2019, of March 1, on urgent measures to guarantee equal treatment and opportunities between women and men in employment and occupation.

Hiperbaric, as a company committed to equality and diversity, promotes the obligation of all its staff to be treated with **dignity and respect in their work regardless of race, nationality, ethnicity, religion, belief, sex, sexual orientation, or gender, disability, or marital status.**

In a global vision, this commitment is confirmed internally in the Sustainability and People strategy, the Principles of Corporate Responsibility, the Code of Ethics, the Prevention Protocol against Sexual Harassment, and this Policy of Equality and Diversity. In this sense, the latter aims to **guarantee equal opportunities between men and women in all areas and an open and inclusive work environment**, thus achieving a **favorable environment of non-discrimination, diversity, and inclusion in which each worker can develop their potential and maximize their contribution.**

Hiperbaric's Policy is **aligned with the internal Equality Plan**, which has been prepared based on a first diagnosis that determines the Company's starting situation regarding equality and diversity. Said Plan, in turn, establishes specific objectives, indicators, measures, deadlines for achievement, and those responsible, which allow the identification of potential actions in the decision and management of such matters.

Consequently, the principles that constitute the Equality and Diversity Policy of Hiperbaric and that determine the way of acting in the development of business activity are detailed below:

- ✓ **Access to employment, remuneration, and career development.** We guarantee the principle of equal treatment and opportunities between women and men, applicable in the field of employment, in access to employment, professional training, professional promotion, and working conditions, including remuneration and dismissal.

As the central axis within our organization, selection for employment, promotion, training, and any other benefit is based on the merits and skills required for each case. To do this, we ensure equal treatment and opportunities in access to employment, proactively and directly promoting the variable of equality in personnel selection processes. Likewise, we intend to achieve adequate diversity management in the attraction and selection process, avoiding explicit and implicit discrimination.

Therefore, we provide and guarantee access to training for men and women, without distinction, in those subjects that can contribute to their professional development, facilitating professional promotion for people on equal terms. In this way, we strengthen our commitment to a balanced presence of men and women in all those

professional groups where imbalances are detected, achieving proportional representation in masculinized positions.

- ✓ **Work environment without discrimination and free from harassment.** Our key lies in guaranteeing equal working conditions for the Company's workers, including remuneration and their fundamental rights, through the implementation of preventive measures and ensuring the confidentiality of the entire instruction process.

We always seek a decent work environment without tolerating intimidation or harassment, in which each person can achieve their goals and develop with due respect for all.

- ✓ **Compatibility of personal, family, and work life.** We promote the co-responsible exercise of personal, family and work-life rights, making the workforce aware of the need for conciliation as a measure that encourages the balanced assumption of family, personal and professional responsibilities.

In this way, we intend to create a culture that encourages collaboration, flexibility, and fairness so that all our staff can contribute to their full potential. In line with all this, Hiperbaric workers have recognized their rights to reconcile personal, family, and work life for the balanced assumption of family responsibilities, avoiding discrimination based on their exercise and promoting co-responsibility.

- ✓ **Preventing inclusive, non-sexist, and discriminatory language and communication.** Among the entire Hiperbaric staff, we seek to contribute to generating a non-sexist use of internal and external communication within the framework of business culture and in favor of equality, showing coherence with the commitment acquired.

Implementing this Policy is only possible with the commitment of all the people who are part of Hiperbaric. All areas and departments are responsible for correctly implementing these general principles. The Compliance Body will periodically report the pertinent investigations through the conducting channel established for this purpose, among which aspects that could affect compliance with the principles expressed in this Policy will be detailed.

As proof of this, I sign this declaration.

