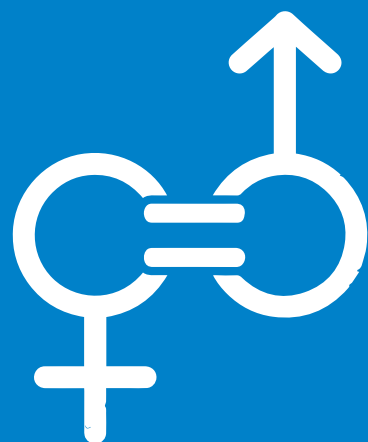




EQUALITY POLICY



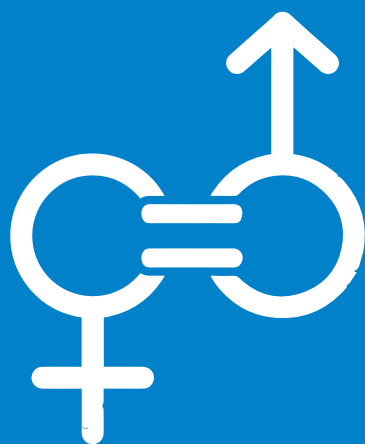
Equality Policy

COMMITMENT OF THE COMPANY'S MANAGEMENT

At [GRUPO MAYA](#), we are aware that our business management must be in line with the needs and demands of the Company.

For this reason, we have assumed the commitment to the implementation of an [EQUAL OPPORTUNITIES PLAN BETWEEN WOMEN AND MEN](#) in the company. This plan addresses, among others; the matters of access to employment, professional classification, promotion and training, remuneration, organisation of working time to promote (in terms of equality between women and men) the reconciliation of work, personal and family.

It also deals with the prevention of sexual harassment and harassment based on sex, following the guidelines set out in the legislation on the matter. This implies an absolute subjection to the integration of the principle of equal treatment of opportunities between women and men without discriminating (directly or indirectly) on the basis of sex, as well as in Promotion and encouragement of measures to achieve real equality within our organisation.



Establishing Equal opportunities between women and men as a strategic principle of our corporate and human resources policy.

For all these reasons, this year, we voluntarily registered our Equality Plan, sharing the enthusiasm and interest of both the management of Entidad Maya and the company's workers. We approach the implementation of the Equality Plan as a modernisation of our business management system that will undoubtedly produce an internal structure and relations with society in which our actions are free of discrimination on the basis of sex, contributing to progress towards a society in which equality is real and effective.

Grupo Maya Management



EQUALITY POLICY