

POLICY FOR EQUALITY AND SUSTAINABLE DEVELOPMENT

In the sustainable development mission statement already in place for several years in our company, and in virtue of what was put forward in the organic law 3/2007, on the 22nd of March, for true gender equality between men and women and its transposal to the collective agreement that governs our activity, **the management of MARSU SL voluntarily reiterate their promise to become a more sustainable company from not only social and economic, but also environmental aspects.**

OUR PROMISE

We regard the following a strategic promise; our respect for the environment and the social milieu that surrounds us, Zero-tolerance for discrimination, direct or indirect, due to gender, and the security and safety of our employees. Furthermore, we will keep this promise in mind, during the continued betterment of our daily tasks and in our strategy of improvement and continued investment in our plants, equipment and infrastructure.

OUR FOCUS

- A Move towards the use of cleaner manufacturing techniques.
- Use both safe and less polluting materials, while also reducing the indirect pollution arising from transport or waste.
- To Bring into effect a true equality of treatment and opportunity between women and men continuing through hiring, training, promotion, salary, reconciliation of personal and professional life and general and occupational health.
- Not to discriminate directly or indirectly between anyone for any reason including sex or gender. With a heightened focus towards seemingly neutral practices that nevertheless place a person of one sex at a disadvantage compared to one of another.

La Puebla de Alfindén, September 29, 2020

Jorge Martinez
Managing director