

## AGREEMENT

## Sacyr: new patron member for the Fundación para la Diversidad

- The multinational infrastructure and services company is committed to promoting the Diversity Charter and developing sustainability programs and projecting good practices
- Diversity is a strategic value for Sacyr, generating an inclusive work environment and encouraging the best talent



Sacyr has joined the Fundación para la Diversidad [Diversity Foundation] as a patron member, taking another step forward in the commitment it undertook in signing the Diversity Charter in November 2018.

This agreement is part of Sacyr's strategy to promote and make talent and diversity visible. Both are strategic values for Sacyr, as they contribute to generating an inclusive work environment, where diversity is the tool for attracting the best talent to the company.

With this commitment, Sacyr undertakes to ensure the widest possible dissemination of the Charter internally and externally (customers, suppliers and other stakeholders), to develop programs that contribute to social and business sustainability in Spain and to set an example and project good practices in the areas of diversity, inclusion and non-discrimination towards all groups.

### Diversity management

In the words of the General Manager Corporate, Miguel Heras, "our commitment to Fundación para la Diversidad brings to the forefront one of our greatest present challenges: the correct management of diversity and non-discrimination in the workplace, work we will now reinforce on the basis of our alliance with the Fundación Diversidad."

According to the Fundación para la Diversidad, "we are proud to have Sacyr as a member. First came the signing of the Diversity Charter and now, by joining as a patron member, this enables the Foundation to carry out its conferences, workshops, signing events and awards ceremony."

As part of this commitment, Sacyr will have the opportunity to participate in the Business Council, made up of the foundation's members, and take part in the meetings of the EU Platform of Diversity Charters.



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