



Diversity Equity and Inclusion Policy



1. Framework
2. About Conduril
3. Our commitment
4. Principles

1. Framework

Conduril, as a socially responsible company, recognizes that diversity, equity and inclusion are fundamental concepts for employees to feel valued, treated fairly and with equal opportunities, contributing in that way for the innovation, creativity, organization company's success and for the company to become more and more human.

Conduril objective is promoting a culture of diversity, equity and inclusion, which can benefit not only our employees, but also our stakeholders.

Conduril seeks to maintain relationships with all employees with fairness and impartiality, recognizing and eliminating prejudices, conscious and unconscious, that may influence our decisions.

Conduril is committed to evolving and acting in order to build a better world.

2. About Conduril

Vision

Conduril develops its activity in the field of Civil Engineering and its main goal, in both technical and economic terms, is to become one of the best Portuguese engineering companies (and to be recognised by the market as such), and, at the same time, to possess the following characteristics:

- To be a great company at a national scale, both in technical and economic terms, capable of responding to any civil engineering work both in the domestic market and abroad.

- To be, at a national level, a medium-sized company, flexible and capable of responding to different market demands, and, with great technical ability be able to, above all else, be a solid base of support for its activities abroad.

Mission

The creation of lasting wealth for our shareholders and the sustainability of the best working conditions and remuneration for our employees, as well as their satisfaction, as the first vector of its social responsibility – whether active or retired, whose support entails Conduril's continuity, which means the persistent achievement of results.

Values

We believe that we can only create value and wealth, that is, be successful in the right way. In other words: with honesty, confidence and accountability based on a culture of Integrity, which means Honesty, Transparency, Justice and a strict adherence to the rules and regulations; these are our values and the foundations of all our principles: Cohesion, Ethics, Culture, Meritocracy, Loyalty, Consistency, Rigour.

3. Our commitment

Conduril is committed to communicating its values clearly and transparently, promoting an inclusive, equitable and diverse work environment, ensuring that employees feel valued, respected and supported, guaranteeing equal opportunities for growth and career progression, based on merit, performance and potential.

Conduril seeks in its work practices to value and respect the diversity of identities and perspectives, promoting that the relationship of its employees is guided by healthy behavior, with all the people with whom they interact and never evaluating someone based on their origin, social position, race, gender, sexual orientation, age, physical disability, political opinions or religious convictions or socioeconomic class.

Conduril provides adequate support and resources to employees in resolving conflicts, managing reports of discrimination, disrespect, pressure, prejudice, harassment or other inappropriate behavior.

4. Principles

Conduril bases its decisions and actions on the principles established in this Policy and in the Code of Conduct (Ethics and Good Practices), to pursuing Conduril's interests and respect for the principles of loyalty, integrity, rigor, legality, good faith, transparency, professionalism and confidentiality.

Conduril has the responsibility to promote the principles of Diversity, Equity and Inclusion as an essential value in its activities.

In promoting an inclusive culture, Conduril is concerned with interrelationships in the following dimensions:

- Recruitment — Selection of employees based on objective, fair and transparent criteria who, in addition to their technical knowledge and skills, have human formation compatible with the company's values, respecting equal opportunities.
- Recognition — Recognition of the effort and commitment of each employee in fulfilling Conduril's mission, objectives, principles and values, providing employees with high levels of satisfaction and professional fulfillment.
- Training — to promote the personal and professional improvement of employees, ensuring adequate and permanent training, which allows the development of knowledge and skills.
- Participation — to value an open communication and the exchange of ideas, respecting all employees.
- Assessment — to evaluate in a fair and impartial manner, ensuring the perpetuity of meritocracy and identifying opportunities for promotion and development.
- Social Responsibility — Guarantee the well-being of employees and the balance between work and personal life, providing a good safe and healthy working environment.

This **Diversity, Equity and Inclusion Policy** was approved at a meeting of the Board of Directors on 24th July 2024 and is applicable to all Conduril Group activity in strict compliance with the legal framework applicable in the geographies where the Group is located.

