



GENERAL POLICIES

General Recruitment and Promotion Policy of the Acerinox Group

16 December 2021



GENERAL RECRUITMENT AND PROMOTION POLICY OF THE ACERINOX GROUP

1. - Introduction

One of the assets that most defines and shapes organisations is the people who work in them. It is essential that there are relatively uniform patterns at Group level to ensure that recruitment is based on the principles of merit and ability and that, once they are part of the Group, the best professionals stay and develop their professional careers in it.

2. - Sphere of application

This Policy applies to all the companies that make up the Acerinox Group and binds all the governance bodies of the Group and their companies, the managers, workers and, as appropriate, the persons or entities that provide services or that supply goods to Group companies.

3.- Basic principles of action

In order to achieve the foregoing objectives, the Group assumes and promotes the following basic principles of action in the area of recruitment and promotion, which will govern all its activities in this area. This Policy is modelled and based on the following general principles:

- a) Group companies will ensure that personnel are selected on the basis of merit and ability, and will endeavour to favour local employment to the extent possible.
- b) Group companies will ensure that recruitment, hiring and promotion processes are reasonable, objective and impartial, and that priority is given to recruiting the best qualified candidates, ensuring equal treatment throughout the process.
- c) They will present candidates with an attractive and comprehensive employment proposition, based on equal opportunities, diversity and inclusion, and comprising fair and competitive remuneration, an extensive range of training and career development. A healthy working environment that allows for a positive work-life balance to be achieved will be encouraged.
- d) Recruitment and promotion processes will be free from explicit or implicit gender bias.
- e) In recruitment and promotion processes, candidates will be made aware of the Group's purpose and values, and any concerns they may have in relation to the process will be addressed.

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- f) The recruitment of a reasonable proportion of people from minority groups or groups at risk of exclusion, with less easy access to the labour market or with different abilities, will be favoured.
- g) Access for young people to their first job will be encouraged through agreements with educational institutions, and internships at Group companies will be promoted.
- h) The Acerinox Group will define indicators that enable it to establish medium- and long-term objectives and measure the degree of progress achieved.

4.- Validity, critical review and updating

This General Recruitment and Promotion Policy will come into force from 1 January 2022 onwards.

This Policy will be critically reviewed in view of the objectives achieved and, where appropriate, updated to adapt it to possible changes that may occur in general applicable regulations.

The monitoring, verification of compliance and updating of these principles and objectives is the responsibility of all the executives of the Group companies.

5.- Body of Sustainability Regulations

Following is a list of the policies that, together with this General Recruitment and Promotion Policy, have been adopted by the Acerinox Group in order to establish and achieve its sustainability objectives:

- a) General Sustainability Policy of the Acerinox Group.
- b) General Human Rights Policy of the Acerinox Group.
- c) General Equality, Diversity and Inclusion Policy of the Acerinox Group.
- d) General Health and Safety at Work Policy of the Acerinox Group.
- e) General Recruitment and Promotion Policy of the Acerinox Group.
- f) General Responsible Purchasing Policy of the Acerinox Group.
- g) General Sustainable Production and Marketing Policy of the Acerinox Group.
- h) General Climate Change Policy of the Acerinox Group.

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These policies, as well as the rest of those adopted by the Acerinox Group, can be consulted at the following link:

<https://www.acerinox.com/en/gobierno-corporativo/General-Policies/>

The following are also part of the Group's Sustainability Policies:

- a) The Code of Conduct and Good Practices of Acerinox, S.A. and its corporate Group.
- b) Any other rules or standards approved in the future by the Board of Directors of Acerinox, S.A. and those approved by the various companies of the Group in the implementation of the above.

Approved by: the Board of Directors of ACERINOX, S.A.