

## **DIVERSITY POLICY**

Cementos Argos respects, promotes and values diversity, inclusion and the principles of equal employment opportunity, that propitiate a fair, equitable and transparent treatment; and that allows us to learn from differences, generating competitive advantage sources.

We will strive that our workplaces and administrative and management bodies, including the board of directors, are made up of people of different nationalities, ethnicities, gender, age, skills, sex, marital status, trade union membership or political party and sexual orientation; dissimilar characteristics that supplement us, add value, reinforce our commitment and the employee´s pride of belonging, improve the wealth of the analyses and increase creativity and innovation that support the Company´s sustainability