

# DIVERSITY AND INCLUSION POLICY

GRUPO SECURITY

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## 1. INTRODUCTION

From the beginning, Grupo Security has put people at the center of its business, focusing on promoting a balance between work, family and personal life. Building trusting relationships has become a differentiating factor for the Company in both the business and personal spheres.

Convinced that it is our employees who enable our business to develop and advance, Grupo Security has designed policies, processes and procedures aimed at strengthening these long-term relationships of trust.

## 2. DEFINITIONS

**Diverse:** Consisting of elements of the same nature, but with different characteristics.

**Discrimination:** Different and prejudicial treatment of a person based on their race, sex, political ideas, religion, etc.

**Workplace Inclusion:** The process of continuously improving the conditions under which disadvantaged groups participate in the labor market in order to ensure equal opportunities.

**Gender Equity:** Defined as fair treatment of women and men that is based on their respective needs, either as equal treatment or differentiated treatment with equal rights, benefits, obligations and opportunities. (Unesco)

**Equal Opportunity:** Equal opportunity is understood as the absence of discrimination, and in the case of people with disabilities it includes the adoption of affirmative action measures aimed at preventing or compensating for disadvantages, in order to enable full participation in political, educational, labor, economic, cultural and social life. (Art 7, Law 20,422)

**People with Disabilities:** A person with one or more temporary or permanent physical, mental (psychological or intellectual) or sensory impairments whose interaction with barriers present in the environment prevents or limits their full and effective participation in society, on an equal footing with others. (Art 5, Law 20,422)

**Independent Living:** The state that allows a person to make decisions, take action independently and participate actively in the community, exercising their right to free development of their personality. (Art 3, Law 20,422)

### 3. OBJECTIVES AND CONTEXT

For Grupo Security, diversity and inclusion are fundamental values for long-term relationships and for the sustainable growth of the organization, in addition to being spaces where the pillars of the Security Culture are put into practice: respect and care for people.

For this reason, the Company promotes respect and values difference, understanding that diverse teams with multiple viewpoints enrich the personal and professional development of our employees and generate innovative solutions that bring us closer to our customers and society.

The objective of this Policy is to promote a culture that leverages the values of diversity and inclusion, eliminating any biases that may exist and thus ensuring that each employee feels respected in their work environment and personal life and valued as a unique individual who can develop to their fullest, according to their life goals.

For these reasons, Grupo Security is committed to:

- Upholding the fundamental pillar of respect and care for the dignity of each of our employees, customers and suppliers, and celebrating the individuality of each.
- Promoting diversity of gender, culture, age, ethnicity, education, training, etc. both in our work teams and among our stakeholders.
- Ensuring inclusive and discrimination-free practices and processes, where all people are treated fairly, regardless of their gender, age, religion, origin, condition or marital status.
- Providing equal opportunities for job access and professional growth of our employees.
- Ensuring that both women and men are included in all selection processes and achieving significant female representation at all levels of the organization.
- Continuing to foster an inclusive environment in which employees are aware of and accept the responsibility for respecting and duly complying with all rules in these areas on a daily basis.

## 4. REGULATORY REFERENCES AND OTHER INTERNAL POLICIES OF THE ORGANIZATION

**Grupo Security Human Rights Policy:** In point 4 of the policy, Grupo Security prohibits all forms of discrimination and practices that violate the dignity of people and affirms its commitment to promoting diversity and inclusion, ensuring equal opportunity in access to work, talent promotion and benefit allocation.

**Internal Order, Hygiene and Safety Regulations:** Article Forty-six bis: “Right to equal opportunities for workers with disabilities”

**Grupo Security Code of Ethics and Code of Conduct:** Both documents set out principles to guide our daily work that are in harmony with the basic rights of employees, customers and any other form of human relationship.

**Law 20,422** on Equal Opportunity and Social Inclusion of People with Disabilities

**Law 21,015** Labor Inclusion Law, encourages the inclusion of people with disabilities in the labor market.

**Law 21,275** Modifies the Labor Code to foster the effective integration of workers with disabilities.

## 5. APPLICATION AND SCOPE

Through this Policy, Grupo Security defines general principles of action, which will later be submitted for approval by its subsidiaries’ Boards of Directors. The different business units may expand on and complement them through their own regulations and best industry practices.

## 6. GOVERNANCE

Approval of this document is under the purview of the Chief Executive Officer of Grupo Security in conjunction with the Culture and Ethics Committee and the Board of Directors.

The Corporate Culture Division is responsible for the interpretation and application of this document and for promoting workplace inclusion in the organization.

Validity and review of the policy: This document will come into effect on the date approved by the Board of Directors of Grupo Security and is subject to annual review by the Culture and Ethics Committee.