

	People	Código Versión 02
Justice, Equity, Diversity and Inclusion (JEDI) Policy		

Drafted and reviewed:

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	Name	Signature
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1. Introduction

At ISDIN, we are dedicated to cultivating a diverse, equitable, and inclusive (JEDI) workplace where every individual is recognized, respected, and empowered to reach their full potential.

This policy builds on the principles and commitments outlined in our Code of Ethics as well as the Equality Plan and reflects our commitment to embedding JEDI principles across all aspects of our operations, fostering an environment that embraces different perspectives, promotes equal opportunities, and drives collective success.

At ISDIN, we don't just acknowledge diversity - we celebrate it.

By integrating diversity, equity, and inclusion into our culture and day-to-day practices, we aim to enhance employee well-being, fuel innovation, and contribute to a more inclusive society by extending our core values directly to our own operations, customers, and the community at large.

The implementation of this Policy requires coordinated action between People, ESG, Legal & Compliance and all corporate functions whose activities may impact ISDIN's justice, equity, diversity, and inclusion commitments.

2. Purpose

The purpose of this policy is to:

- Promote a culture that embraces diversity and inclusion.
- Ensure equal opportunities for all employees and applicants.
- Eliminate discrimination and bias in all forms.
- Enhance organizational performance through the integration of diverse perspectives.
- Ensure that all corporate actions, marketing activities, and consumer touchpoints reflect profound respect for consumers and stakeholders, safeguarding their rights and promoting universal accessibility.
- Ensure that JEDI commitments are implemented in accordance with applicable legislation, the Codes of Ethics (for employees and providers) and ISDIN's Human Rights framework.

3. Scope

This policy applies to all employees, regardless of their position. We expect all contractors, suppliers, third parties with whom we work and other stakeholders to adhere to these principles in all locations where we operate and across our entire value chain, including our interactions with customers and the community. Where appropriate, these principles shall be reflected in contractual arrangements, corporate policies, or supplier codes of conduct governing relationships with third parties.

This corporate Policy is provided to all Group entities, regardless of their activity or location, as a reference document.

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Each entity must draft and approve internal regulations to apply this Policy, with necessary adaptations to comply with applicable laws and regulations. Such adaptations shall be carried out with the support of the Legal and Compliance functions where necessary to ensure compliance with local legal requirements. In case of conflict between this Policy and applicable laws and regulations, the more restrictive rule will apply.

4. Definitions

- **Diversity:** The presence of differences within our workforce and community, including but not limited to gender, race, ethnicity, age, sexual orientation, disability, and cultural background.
- **Equity:** The fair treatment, access, opportunity, and advancement for all individuals, while striving to identify and eliminate barriers that have prevented the full participation of some groups in our workplace or consumer experiences.
- **Inclusion:** The act of creating environments where everyone can feel welcomed, respected, supported, and valued.
- **Accessibility:** The proactive design of products and adaptation of products, services, physical spaces, digital environments and communications so that they can be accessed, understood and used by the widest possible range of people, taking into account diverse abilities and needs.

5. Policy Statements

ISDIN Global JEDI policy is shaped by internal and external insights, global best practices, and ongoing employee feedback through our bi-yearly Speak-up survey, reinforcing the principle that while diversity varies across locations, inclusion remains universal.

This approach enables us to continuously assess and refine our Global JEDI policy, ensuring it remains relevant and responsive to the evolving needs of the communities we serve. In addition, this Policy is informed by the identification and management of risks related to human rights, equal opportunities and non-discrimination, promoting a preventive and continuous improvement approach.

ISDIN's main commitments regarding diversity, equity and inclusion are:

5.1 Commitment to Diversity

- **Recruitment and Hiring:** Implement strategies to attract a diverse pool of candidates, ensuring fair representation across all levels of the organization.
- **Career Development and Promotion:** Provide equal opportunities for advancement and professional growth, with transparent criteria for promotions and raises. In that sense, recruitment and promotion processes shall be conducted using objective, transparent and non-discriminatory criteria.

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5.2 Commitment to Equity

- **Pay Equity:** Regularly review and adjust compensation practices to ensure equal pay for equal work, irrespective of gender, ethnicity, or other protected characteristics and actively work to reduce the pay gaps.
- **Access to Resources:** Ensure all employees have equitable access to resources, training, and support necessary for their roles.
- **Equal opportunities:** We promote a culture of selection and professional development based on merit and equal conditions.

ISDIN will periodically review its employment practices to identify and address potential inequalities or biases in coordination with ISDIN's Labour Practices and Human Rights Policy.

5.3 Commitment to Inclusion

- **Work Environment:** Foster a culture where all employees feel included, and their contributions are valued and respected.
- **Persons with disabilities:** ISDIN is fully committed to complying with the rights of persons with disabilities and their social inclusion. We actively implement inclusive hiring practices, workplace accessibility improvements, and training programs to foster an equitable environment. Where necessary and appropriate, ISDIN will provide reasonable accommodations to enable the full participation of persons with disabilities.
- **Special employment centers:** Additionally, we collaborate with special employment centers and social inclusion initiatives to further support accessibility and diversity within our workforce.
- **Responsible Marketing & Accessible Communication:** We are committed to ensuring our commercial and promotional materials use a language that is clear, comprehensible, and appropriate to the general knowledge level of consumers. We actively apply ethical and responsible criteria across all marketing channels, applying special care to sensitive audiences and content aimed at minors to prevent harmful social framing and ensure an equitable consumer experience.

External communications and campaigns relating to diversity, equity and inclusion shall be consistent with this Policy, the Codes of Ethics and ISDIN's responsible communication principles. Marketing, Public Affairs, Legal and Compliance Areas shall collaborate, within their respective responsibilities, to promote inclusive, accurate and respectful communications towards all stakeholders.

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5.4 Anti-Discrimination and Anti-Harassment

- **Zero Tolerance:** ISDIN maintains a zero-tolerance stance towards discrimination, harassment, and bullying.
- **Internal Protocols:** ISDIN has implemented internal protocols against moral harassment, as well as against sexual harassment and harassment based on sex.
- **Reporting Mechanisms:** Concerns may be reported confidentially by any external or internal stakeholder - regardless of employment relationship - through the B-Right channel, accessible via our website and employee platform (MyISDIN), without fear of retaliation. All reports shall be handled confidentially, impartially and in accordance with the applicable internal procedures.

5.5 Human Rights Due Diligence Process

Human Rights Due Diligence is a cross-functional process that requires the collaboration of People, ESG, Legal & Compliance, Procurement, Public Affairs, and all business functions responsible for the activities under assessment, in accordance with their respective responsibilities.

ISDIN is committed to an ongoing Human Rights Due Diligence process to actively manage and safeguard the dignity of individuals across our entire ecosystem. This framework consists of the following pillars:

1. **Saliency Assessment:** Human rights risks shall be identified and prioritised considering their severity, likelihood and potential impact on people and stakeholders, considering both ISDIN's own operations and its value chain. We evaluate the impact and saliency of human rights risks across our entire value chain, including but not limited to:
 - Responsible marketing & advertising (e.g., unrealistic beauty standards, mental health of vulnerable groups)
 - Non-discrimination in marketing & retail
 - Discrimination & harassment in the supply chain and in our own operations
 - Gender equality & equal pay for equal work
 - Access to grievance & remedy for internal and external stakeholders
2. **Mitigation and Monitoring:** We define, implement, and monitor structured action plans to mitigate the most salient risks identified, ensuring accountability both within our own operations and across our extended value chain.

Action plans shall be periodically monitored through appropriate performance indicators and reviewed by the relevant corporate functions according to the nature of the identified risks.

3. Reporting and Continuous Improvement The outcomes of the Human Rights Due Diligence process shall be used to strengthen corporate policies, support ESG reporting and promote the continuous improvement of mitigation measures.

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6. Roles and Responsibilities

- **Leadership:** Lead by example, demonstrating commitment to JEDI principles and holding teams accountable for implementing this policy.
- **People Area:** Develop and enforce JEDI initiatives, provide training, and monitor progress.
- **Legal & Compliance:** Advise on the legal and regulatory framework applicable to this Policy, ensure its alignment with the Codes of Ethics and ISDIN's Human Rights framework, support the identification and monitoring of compliance risks related to diversity, equality and non-discrimination, coordinate third-party due diligence processes relating to human rights and compliance, working together with the relevant business functions to assess and review these matters, and collaborate in the management of reporting and consultation mechanisms where applicable.
- **Public Affairs:** Support the external positioning of ISDIN's diversity, equity and inclusion commitments by fostering transparent engagement with stakeholders and helping ensure consistency between the Company's corporate positioning, institutional communications and the principles set out in this Policy.
- **All Employees:** Uphold the values of justice, equity, diversity, and inclusion in daily interactions with colleagues, partners, and customers.

The implementation of this Policy requires collaboration among the relevant corporate functions, in accordance with their respective responsibilities, to ensure a consistent approach to people, compliance, human rights, sustainability and corporate communications.

7. Training and Development

- **JEDI Training:** Provide mandatory training programs to educate employees on JEDI topics, unconscious bias, and cultural competency. As part of the onboarding process, a training on JEDI matters will be required to new joiners. Training may be tailored to the responsibilities of different employee groups, with particular focus on functions more exposed to risks relating to equality, non-discrimination, human rights or responsible communication.
- **Continuous Learning:** Encourage ongoing education and awareness through workshops, seminars, and access to JEDI resources considering evolving legislation, best practices, and emerging risks.
Employees with specific responsibilities in recruitment, people management, third-party engagement, corporate communications, or marketing may receive specialised training to support the effective performance of their roles.

8. Measurement and Accountability

- **Monitoring:** Regularly assess the effectiveness of JEDI initiatives using qualitative and quantitative indicators, including, where appropriate, through surveys, employee feedback, and performance metrics and other relevant sources of information.

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- **Reporting:** Publish annual JEDI reports outlining progress, challenges, and future goals. External communication of these developments shall be coordinated with the relevant corporate functions to ensure consistency, transparency and accuracy of the information disclosed
- **Continuous Improvement:** Use data and feedback to refine and enhance JEDI strategies continually considering regulatory developments, stakeholder expectations and international best practices.
- **Accountability for this Policy:** The Corporate People Director is responsible for the overall oversight of this Policy and for coordinating its implementation with the relevant corporate functions in accordance with their respective responsibilities.
- **B-right channel:** The B-Right Channel is a secure, confidential system for reporting ethical concerns, policy breaches or legal violations.

The implementation and review of this Policy shall be supported by collaboration among the relevant corporate functions to ensure a consistent approach to people, compliance, human rights, sustainability, and corporate communications.

9. Compliance and Legal Framework

- **Regulatory Adherence:** Comply with all applicable laws and regulations related to diversity, equity, and inclusion.
- **Global Standards:** Ensure our JEDI practices align with international standards and best practices.
- This Policy shall be interpreted and implemented consistently with the Codes of Ethics, ISDIN's Labour Practices and Human Rights Policy framework and other corporate policies relating to equality, sustainability, responsible business conduct and compliance.

10. Communication

- **Transparency:** Communicate JEDI commitments, policies, and progress openly with all stakeholders. ISDIN will promote transparent, accurate and consistent communication regarding its diversity, equity and inclusion commitments and progress, avoiding claims that cannot be supported by objective evidence.
- **Engagement:** Communication and engagement with stakeholders shall be coordinated among the relevant corporate functions, promoting a shared understanding of ISDIN's commitments. Encourage dialogue and participation from all employees to foster a shared responsibility towards JEDI goals.

11. Review and Updates

- **Policy Review:** Conduct annual reviews of this policy to ensure its relevance and effectiveness.

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- **Amendments:** Update the policy as necessary to reflect organizational changes, legal requirements, or advancements in JEDI best practices.

12. Approval

This policy was approved by the Chief Executive Officer (CEO) of ISDIN on 09/07/2026.
Any modifications to this policy require prior approval from the designated Areas and the CEO.