

POLICY

# Diversity & Inclusion

Approved by The Board of Directors  
on 12 December 2017 and amended on 14 December 2020

**INDITEX**

**Information about this Policy**

<b>Reference</b>	-
<b>Name of the Regulation</b>	Diversity & Inclusion (D&I) Policy
<b>Scope</b>	Global
<b>Type</b>	Policy
<b>Supervisor</b>	Chief Diversity Officer
<b>Date of approval</b>	12 December 2017
<b>Last amended on</b>	14 December 2020
<b>Version</b>	2.0

## Table of contents

<b>1. Definitions</b> .....	4
<b>2. Purpose and mission</b> .....	4
<b>3. Scope</b> .....	4
<b>4. Context</b> .....	4
<b>5. Goals</b> .....	5
<b>6. Governance</b> .....	5
<b>7. Update and Review of the Policy</b> .....	6
<b>8. Implement of the Policy</b> .....	6

## 1. Definitions

For the purposes hereof, the terms herein defined shall have the following meaning:

**Inditex** (also, the “**Company**”)

Industria de Diseño Textil, S.A. (Inditex, S.A.), parent company of the Inditex Group (as defined below).

**Inditex Group** (also the “**Group**”)

Group of companies in which Inditex holds directly or indirectly at least 50% of the share capital or of the voting rights.

**Subsidiary**

Any subsidiary of the Inditex Group that conducts business in a given market.

## 2. Purpose and mission

This policy (the “**Policy**”) establishes the framework of Diversity & Inclusion (“**D&I**”) assumed by the Inditex Group.

At Inditex, we believe in people power. The Company’s growth begins with the development of each person working for it. Our goal is to build diverse teams whose members contribute their unique perspectives and experiences and promote an inclusive corporate culture.

We continue to build a creative and innovative workplace environment where our employees feel they are part of a dynamic, talented team that is passionate about sustainable fashion. This is essential to achieving our corporate objectives and bettering our corporate performance.

## 3. Scope

The D&I Policy applies to the entire Inditex Group globally and is driven and fully supported by Senior Management. Our people are responsible for promoting diverse and inclusive workplaces, encouraging equal opportunities, and preventing any kind of discrimination.

Likewise, Inditex actively encourages that the enforcement of this Policy extends to any natural and/or legal person associated with the Company on any terms other than an employment relationship: customers, suppliers, contractors and workers in the supply chain, as well as candidates involved in our selection processes, provided that this is practicable on account of the nature of the relationship and may be appropriate to meet its purpose.

## 4. Context

At Inditex, we are fully committed to diversity and multiculturalism. This is one of our strongest attributes. Our teams include people from a wide range of cultures, backgrounds and experiences, including a mix of gender, gender identity and expression, race, ethnicity, age, education, socioeconomic groups, disabilities, religious beliefs, sexual orientation, etc. We acknowledge that our differences and similarities make us unique. We firmly believe that by attracting diverse talent we will be able to better understand the diverse background of the customers we serve and the communities that we are a part of. Inditex also champions a culture of inclusion, equal treatment and

respect. We advocate for equitable workplace environments where anyone can thrive and succeed. We foster an atmosphere of understanding and acceptance in the workplace where anyone can develop their talent every day. At Inditex, we have a zero-tolerance policy toward any kind of discrimination.

This Policy applies to all corporate operations, most critically for human resources in its recruitment and selection of candidates, compensation and benefits, promotions, transfers, skills enhancement, professional development and training, demotions, terminations and disciplinary actions, and others.

## 5. Goals

At Inditex, we celebrate diversity and promote equal treatment and opportunity. The main goals of our inclusive culture are:

1. To attract, recruit and retain people that guarantee a diverse pool of candidates for all current and future positions in the Company at all levels.
2. To facilitate a working environment that encourages equal opportunity in all areas of the Company, and for all members of our teams irrespective of their gender, gender identity or expression, sexual orientation, race, ethnicity, origin or disability, among other characteristics.
3. To foster human rights as well as respectful communication and cooperation between people, both internally and externally.

The Company will implement procedures as well as appropriate training and mentoring initiatives and programmes to achieve such goals.

## 6. Governance

D&I encompasses certain key values on which our Company is built. That is why the Group and its employees have the highest level of commitment to D&I, driven by the Board of Directors which will make efforts to take action aimed at fostering diversity internally and eliminating discrimination, particularly gender-related discrimination, upon electing members to the Board of Directors or senior managers of the Company.

The Human Resources Department shall be responsible for defining and implementing the necessary strategies and measures to observe the overarching principles herein set out.

This D&I Policy is based on our Company's Code of Conduct and Responsible Practices, the foundations of which are respect, acceptance and equal treatment, without limitation. Also, this Policy aligns with the Compliance Policy as well as with the Group's Policy on Human Rights.

The Committee of Ethics shall be responsible for addressing any queries and/or doubts regarding the interpretation or application of the Code of Conduct and Responsible Practices where informed, remedying any breaches of Code within its authority. In particular, any doubts and/or breaches relating to discrimination for reasons of race, religion, age, nationality, gender identity or expression or any personal or social feature other than merit and skills of its employees.

## 7. Update and Review of the Policy

The D&I Policy will be reviewed and updated, where applicable, to align it with any changes that may occur within the context the Group operates, ensuring at all times the effective implementation thereof.

## 8. Implementation of the Policy

The coordination and commitment of all people in the Inditex Group is required to successfully implement this policy.

Every area, department and subsidiary of the Group shall be responsible for duly implementing the Policy, mainly by applying the principles herein described.

The Compliance Function will regularly report to the Audit and Compliance Committee on the investigations carried out through the Ethics Line, or at the request of the Committee of Ethics, covering, without limitation, such aspects that might affect the observance of the principles herein set out.

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Any question about this D&I Policy should be directed to the D&I teams by email to: **d&i@inditex.com** and to the HR managers of each workplace.

In addition, the Committee of Ethics and the Ethics Line are in place to ensure, without limitation, compliance with this Policy and to receive and address any comments, doubts or complaints made in good faith regarding its application, interpretation or enforcement.

You may contact the Committee of Ethics by email to: **canaletico@inditex.com**.

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