

INDITEX

DIVERSITY & INCLUSION POLICY

**INDUSTRIA DE DISEÑO TEXTIL, S.A.
(INDITEX, S.A.)**

**APPROVED BY THE BOARD OF DIRECTORS ON
DECEMBER 12th, 2017**

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1. PURPOSE

This policy (hereinafter, the “**Policy**”) establishes the framework of Diversity & Inclusion (hereinafter, “**D&I**”) assumed by the Inditex group (hereinafter, “**Inditex**” or the “**Company**”).

At Inditex we believe in people power. Our Company’s growth begins with each of the professionals working for it. As a company that seeks to have a diverse, creative and innovative workforce, our employees are part of a dynamic, talented team that is passionate about responsible fashion.

The Company understands that building and promoting a diverse and inclusive workplace environment will contribute towards the achievement of our corporate and business objectives.

2. SCOPE

This Policy applies to all entities of the Company and is fully supported by the top management. Every employee within the Company is responsible for supporting D&I in the workplace.

3. POLICY STATEMENT

a. Overview

We are proud of being fully committed to **diversity and multiculturalism**. Our teams include people from a wide range of cultures, backgrounds, and experiences, including a mix of race, gender, gender identity and expression, ethnicity, age, education, socioeconomic groups, disabilities, religious beliefs, sexual orientation, etc. The company embraces the differences and similarities that make people unique to gain a deeper respect and understanding for each other. We firmly believe that by attracting diverse talent we will be able to better understand the diverse background of the customers and communities we are related to.

Inditex also champions a culture of **inclusion and acceptance**. We welcome inclusion by creating an environment where all different kinds of people can thrive and succeed. We foster an atmosphere of understanding and acceptance in the workplace, where anyone can develop their talent every day. We are committed to create work environments in which all employees have a responsibility to treat others with respect and dignity at all times: coworkers, applicants, vendors, contractors, and customers. We have a zero tolerance policy towards any kind of discrimination.

This policy applies to all our terms and conditions of employment, including recruitment and selection, compensation and benefits, promotions, transfers, professional development and training, demotions, terminations, and disciplinary actions, among others.

b. Goals

The main goals of D&I are:

- To attract, recruit and retain a diverse pool of candidates for all positions in the Company.
- To facilitate an inclusive working environment where everyone can feel accepted.
- To foster equal opportunities in all areas of the company.
- To encourage collaboration and respectful communication between employees.

To achieve these goals, the Company will develop procedures and will implement appropriate training programs.

c. Governance

Inditex has the highest level of commitment to D&I. Both the Board - which will adopt the necessary measures to internally promote diversity -, and each employee in Inditex play a valuable role in supporting D&I within the Company.

In order to implement our D&I strategy throughout the Company (headquarter offices, logistic centers and stores throughout the brands and countries), a corporate governance structure will be developed accordingly.

D&I encompasses key values for the Company, such as respect, acceptance, and equality. This D&I Policy aligns with our Company's Code of Conduct and Responsible Practices, with our Compliance Policy, as well as with our Human Rights Policy.

4. UPDATE AND REVIEW OF THE POLICY

Our D&I Policy will be reviewed and updated, where applicable, to bring it into line with any changes that business model may undergo, or that may occur in the context where the Group operates, ensuring at all times the effective implementation thereof.

5. CONTACT

Employees can address any questions about D&I to their HR Manager and/or D&I Managers in their respective workplaces.

In addition, Inditex has an Ethics Committee and a confidential whistleblowing channel to ensure compliance with this Policy, and to receive and respond to any doubts, comments or complaints done in good faith regarding its interpretation, application or compliance. You can contact the Ethics Committee at comitedeetica@inditex.com.