

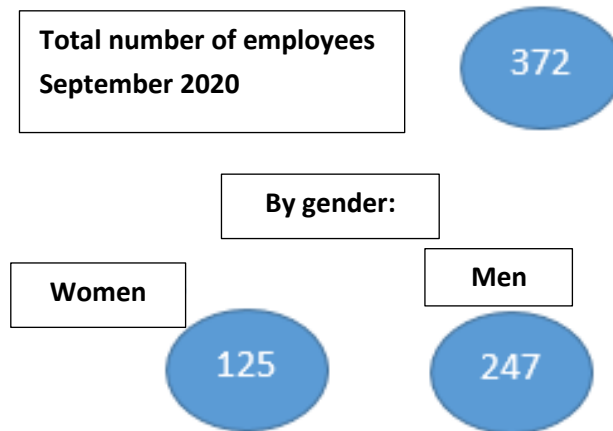


# INCLUSIVE WORK POLICY

Since its foundation, FibraShop has promoted the value of human capital. The group’s management will continue fostering the individual and collective growth of its workers, as we firmly believe that the wealth of a company is not measured solely in economic benefits.

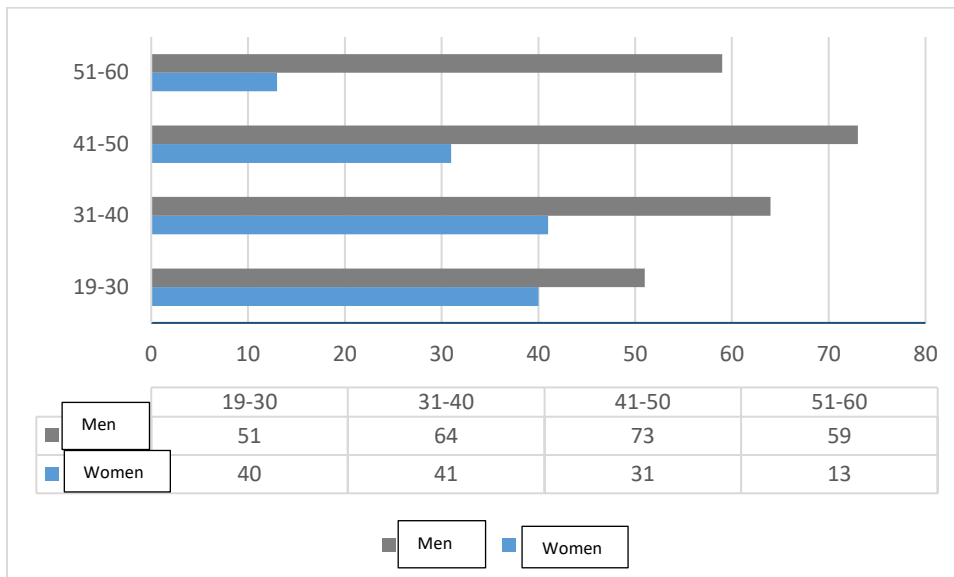
The integration of employees from different generations, genders, profiles, and nationalities allows us to be a part of the discussion on inclusive multicultural, social, and economic diversity. The working environment that is encouraged from the highest echelons in the organization, and that permeates all levels and members of the group, increases the feeling of belonging; commitment and performance therefore increase, resulting in higher productivity.

An example of this is the drive to fulfill the commitment to promote more women to higher-level positions, both inside and outside the organization.



As always, we are working with one important objective: to have a diverse and inclusive culture that illustrates our philosophy, in which the Individual has the greatest importance. People are not just a resource... they are our “human talent.”

- FibraShop's inclusivity in numbers



Gender	Disability	Employee	Total
Female	2	123	125
Male	4	243	247
Total	6	366	372

We recognize people's differences, and thus focus on encouraging the participation of all, without imposing any conditions or biases of any type.

As a company, we are focused on establishing commitments with our main stakeholders, and supporting social development, creating and sharing values that support inclusion, fostering awareness and acceptance of everyone as part of not just another company, but as a family, with responsibility for integrating and growing the elements that form it, because everyone in the organization is valuable.

**1. REFERENCE DOCUMENTS:**

<b>DOCUMENTS</b>	<b>CODE</b>
Annual Sustainability Report	IAS

**2. RECORDS:**

<b>RECORDS</b>	<b>RETENTION TIME</b>	<b>RESPONSIBLE FOR RETENTION</b>	<b>RECORD CODE</b>
FSIntranet	Undefined	Systems Management	Does not apply

**3. CHANGES TO THIS VERSION:**

<b>VERSION NUMBER</b>	<b>DATE UPDATED</b>	<b>CHANGE DESCRIPTION</b>
1	January 2022	Does not apply

Authorization date:

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