

Equal Opportunity and Reconciliation Policy

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1. Purpose

The Board of Directors of Cementos Molins, S.A. has the power to approve the Equal Opportunity and Reconciliation Policy.

This Policy defines the action principles set by the Molins Group in order to promote a culture of equal opportunity and treatment between all the Group's employees, regardless of their sex and the different cultures that may coexist. Additionally, it is aimed at facilitating the reconciliation of work and family life of all its employees. This objective is established so that the Group's employees feel committed enough to work as efficiently and effectively as possible.

2. Scope of application and communication of non-compliance with the Policy.

2.1 Scope of application

This policy applies to all the Spanish companies of the Molins Group and to the international individually-controlled subsidiaries.

In subsidiaries where control is not direct or is shared, the Board of Directors of the subsidiary is responsible for ensuring that the internal Equal Opportunity and Reconciliation Policy is aligned with the general guidelines of this policy, making the changes necessary to ensure their alignment.

2.2 Communication of non-compliance with the Policy

All employees of the Molins Group must comply with Corporate Governance Policies and communicate to the Ethics and Compliance Committee any breaches of the guidelines and procedures described in this document in the shortest possible time and through the channel established for this, i.e., the Group's complaints channel. The Management of the Molins Group will determine the regime of sanctions to apply proportionally to the seriousness of the act to the person directly responsible for the breach of the Corporate Governance Policies and to those who, having the duty to prevent the breach, have not acted diligently to prevent it. In addition a sanction will be applied in a proportionate manner to those who, knowing the existence of the breach, did not duly report it.

3. Definitions

3.1 Discrimination

According to the Protocol 4.1 on Equality of the Molins Group, discrimination is defined as any distinction on the grounds of sex, race, colour, culture, religion, etc., that devalues the recognition of the affected person under equal conditions, human rights and freedom.

4. Responsibilities

Below are the roles and responsibilities intended to establish a working environment ensuring equal opportunities and reconciliation for all the Group's employees:

- The Board of Directors: is responsible for defining and approving the Equal Opportunity and Reconciliation Policy of the Molins Group.
- The Ethics and Compliance Committee: is responsible for:
 - Supervising compliance with this policy. It is also responsible for managing and solving any non-compliance in terms of unequal treatment or discrimination between the employees.
 - Acting as an intermediary between the affected person and the authority in order to create an appropriate environment to manage conflict situations.
 - Offering continuous support in terms of human rights within the whole Group.
 - Investigating any potentially conflicting situations as deemed necessary of after being informed by the employees.
 - Reporting on the conflicting situations and the actions plans proposed to the Auditing and Compliance Commission.
- The Human Resources Department: is responsible for supervising compliance with this policy. Additionally, it is responsible for designing and implementing the necessary measures to create an internal work environment committed to equal opportunity. It is also responsible for promoting respect for all the employees within the Group in order to create a positive work environment.
- All the employees of the Molins Group: are responsible for acting respectfully, in line with the principles defined by the Group, in order to create a work environment providing respect and equal treatment for and between the employees.

5. General operating principles

In order to fulfill the Group's objective of treating all the employees under equal conditions and opportunities, the following principles have been defined:

- To comply with the current legislation concerning the treatment of its employees at all times.
- Respecting personal rights on the basis of equality of treatment.
- Promoting and engaging the employees to create a culture of gender diversity and respect between them.
- Ensuring a transparent and equitable selection and recruitment process.
- Promoting quality of work and employment maintenance.
- Preventing any type of employment discrimination on the grounds of race, sex, religion, etc.
- Allowing all the employees to develop their professional career under equal conditions.
- Defining clearly and accurately each position, its roles and responsibilities.
- Ensuring a remuneration model based on achievements and competences.

- Generating a work environment that provides equal treatment and ensuring the participation of all the employees.
- Promoting the reconciliation of work and family life of all the employees as well as the respect thereof.
- Communicating the objectives and principles of this policy to the whole company in a clearly and accurate manner.

6. Commitments of the Molins Group

The Molins Group believes that its workforce is a very important asset for achieving the aims set for each year. For this reason, it establishes commitments for employees to enjoy equal treatment and work-life balance. In order to guarantee the aforementioned principles, the Group undertakes to:

- Develop this Equal Opportunity and Reconciliation Policy where the actions principles in this field are defined.
- Design and implement an equality plan to guarantee equal opportunities at work as well as the reconciliation between work and private life of all the employees.
- Implement measures to prevent any type of employment discrimination on the grounds of sex, race, religion, etc.
- Facilitate the access to jobs within the company and integrate other groups into the company under equal conditions.
- Establish a uniform and objective selection and recruitment process for all applicants. Besides, the possible vacancies must be communicated and published within the whole Company.
- Promote and train employees according to their specific characteristics and under equal conditions.
- Guarantee support for employees in the event of discrimination.
- Facilitate the mobility across the Group.

7. Reference documents

This section includes the documents referenced in this policy, which are:

- Protocol 3.4 of the Crime Prevention and Detection Model on the Selection and Recruitment of Staff (reference PR.3.4.2017.V1).
- Protocol 4.1 of the Crime Prevention and Detection Model on Equal Opportunities (reference PR.4.1.2017.V1).
- Protocol 4.2 of the Crime Prevention and Detection Model on Non-Discrimination on the Grounds of Sex (reference PR.4.2.2017.V1).