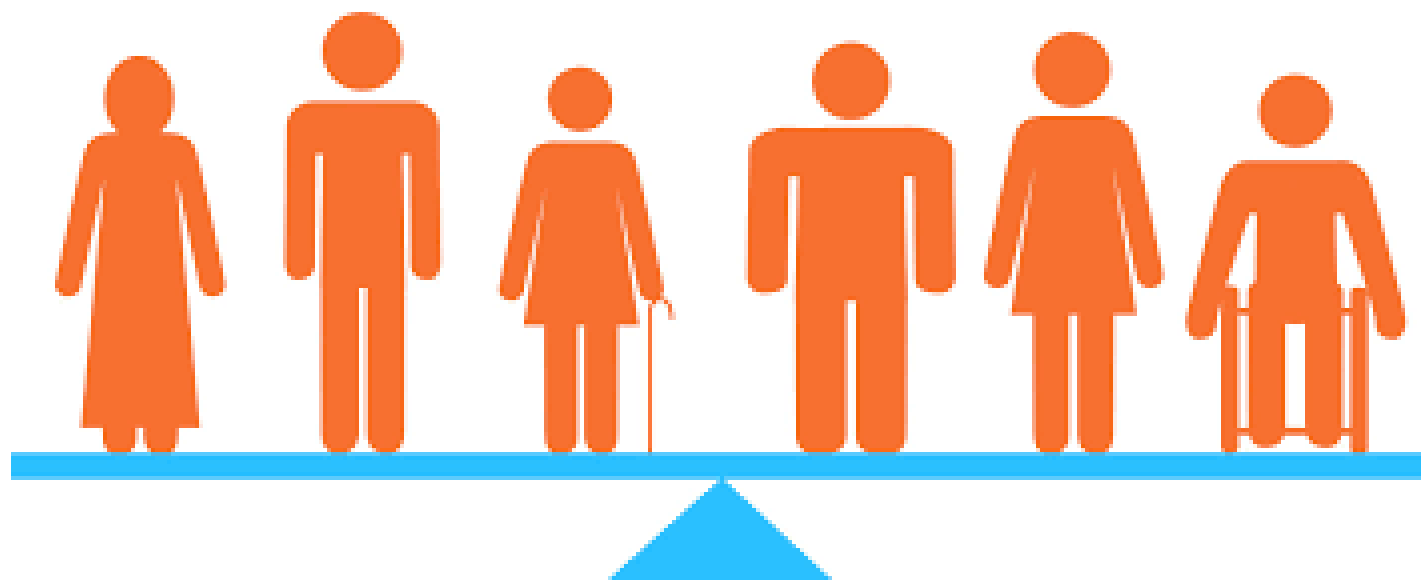


ANTI-DISCRIMINATION POLICY STATEMENT



Index

- Introduction.....1
- Application.....1
- Equal Opportunity.....2
- Complaints and investigation procedure and obligations of the
Company's personnel.....3-4
- Disciplinary measures.....4

Introduction

Inleit declares its commitment to establishing and developing policies that establish equal opportunities for its employees and maintain an environment in which everyone is treated with respect and dignity. The Company implements this Equal Opportunity Policy, which sets forth policies against Harassment, Discrimination, and Retaliation, as part of its long-term commitment to compliance with all applicable equal opportunity requirements.

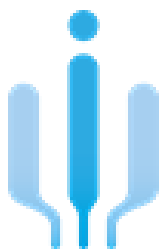
This Policy aims to ensure and communicate our commitment to all company personnel, including suppliers, customers, and the general public, so that we can all collaborate in creating an environment of respect, free of harassment, discrimination, and retaliation.

These policies also establish our reporting procedures and processes for responding to complaints of inappropriate behavior and perceived harassment, discrimination, and retaliation so that issues can be identified and corrected internally. These policies are also aligned with the Global Human Rights Policy.

Application

This Policy covers Inleit and all its personnel, regardless of where they reside or work, as well as all third parties with a business relationship with the Company.

Any employee who fails to comply with the anti-discrimination provisions or this Equal Opportunity Policy concerning another person will be subject to disciplinary action.



Equal Opportunity

Inleit is committed to creating and maintaining an environment of equality within a framework of respect and tolerance. This company policy prohibits discrimination and harassment based on race, color, religion (including religious dress and grooming), sex or gender, national origin, ancestry, age, physical or mental disability, medical condition, pregnancy, veteran or military status, genetic information, citizenship, marital status, sexual orientation, gender identity and/or expression, or any other basis prohibited by law.

Inleit prohibits retaliation against individuals in the interest of defending their integrity who report or file a complaint for having received improper behavior declared prohibited in this same policy.



Complaints and investigation procedure and obligations of the Company's personnel

This Equal Opportunity policy must be shared with all company personnel. It is the responsibility of all personnel to ensure full compliance with all provisions of this Policy and to seek assistance from their immediate supervisor if necessary. Failure by a manager to properly report concerns or misconduct of which they are aware will subject him/her to disciplinary action.

Since all Inleit personnel must contribute to a workplace free of discrimination and harassment, all employees are strongly encouraged to report any violations of the Company's Equal Opportunity Policy using one of the Company's reporting methods outlined below.

Suppose you believe that you have been the victim of discrimination, harassment, or retaliation or have been subjected to behavior violating the Company's Equal Opportunity Policy. In that case, you should immediately report your concern to:

- Your immediate superior
- HR
- Through the "Communications Channel" mailbox on the website

All employees should report their concerns without fear of retaliation, as the Equal Opportunity Policy prohibits retaliation against anyone who writes or files a complaint under this Policy. If you believe that you have been or may be subjected to reprisals for investigating or cooperating in an investigation of a complaint under this Equal Opportunity Policy, immediately notify the Company through one of the reporting methods outlined in this Policy. Concerns of retaliation should be investigated and resolved in the same manner as alleged discrimination and harassment.



Upon receipt of a complaint violating the Equal Opportunity Policy, the Company will conduct a prompt, thorough, and impartial investigation and take corrective action based on information obtained during the study.

Employee complaints and investigations will be kept confidential to the extent possible.

No individual, regardless of position or seniority, is exempt from this Policy.

Disciplinary measures

To deal with the processes received in the form of complaints established as prohibited in this Equal Opportunity Policy, the cases will be studied, evaluating the seriousness of the situation, according to which the internal sanctions may vary, according to the nature and severity of the infraction, from a warning to the dismissal of the collaborator or the termination of the contract with external actors.

Such measures do not replace or exempt the offender from possible corresponding legal actions and their legal sanctions.

Curtis, April 1, 2023





Inleit Ingredients, S.L.U.

Polígono
Industrial Curtis-Teixeiro
Rúa E, s/n
15310
Curtis, (A Coruña), SPAIN

Tlf. +34 881557946
info@inleit.es
www.inleitingredients.com

