

PEOPLE POLICY



PUBLIC INFORMATION

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1. Introduction

At **NicePeopleAtWork, S.L. (NPAW)**, we are committed to responsible management of our people, promoting practices that ensure a positive work environment and responsible deployment of human resources.

“We want to work with people whose talent, commitment, and skills drive our competencies and foster the creation of sustainable value.”

Through this Policy, we establish the foundations to promote teams with the talent, commitment, and competencies required for the success of our business activities and long-term sustainability. We uphold respect for human and labor rights, diversity and inclusion, equal opportunities, and non-discrimination, while aligning the interests of our people with NPAW's business and sustainability goals.

Respect for people is a core principle of NPAW, as we believe it is a driver of prosperity and long-term value creation.

2. Scope

This Policy applies to all NPAW employees, managers, and collaborators, as well as to all activities related to people management. It also extends to partner organizations, within the scope of contractual agreements and collaborations.

3. Principles and Commitments

3.1 Compliance with Legal and Social Requirements

We comply with all applicable labor and social legislation in the territories where we operate, applying internal regulations and good practices across all activities.

3.2 Measuring and Reporting People Management Performance

We commit to establishing metrics and indicators on aspects such as work climate, training, wellbeing, diversity, and equality. These will be periodically reviewed, with measurable objectives communicated transparently to Senior Management and relevant stakeholders.

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3.3 Commitment to Equality, Diversity, and Inclusion

We promote an inclusive, respectful environment free from any form of discrimination. Equal opportunities are guaranteed regardless of gender, age, origin, identity, sexual orientation, culture, or family status. We ensure fair access to employment, training, professional development, and dignified working conditions.

3.4 Occupational Health, Safety, and Wellbeing

We provide safe and healthy working conditions, adapted to the risks inherent in our industry, and foster a preventive culture through training and participation. We also encourage healthy lifestyles and wellbeing programs that support both physical and emotional health.

3.5 Ethical Conduct at Work

We foster integrity and responsibility in the use of company resources, the protection of confidential information, and respect for data privacy and cybersecurity. NPAW staff act with honesty, respect, and coherence with our values and Code of Conduct.

3.6 Responsible Recruitment and Hiring

Recruitment processes are objective, impartial, and inclusive, supporting youth employment, digital talent development, and stable contracts, while rejecting any form of intolerance or discrimination.

3.7 Talent Development and Training

We invest in continuous learning and upskilling to adapt to technological and organizational changes, with a focus on digital skills, agile methodologies, and data culture. We promote internal mobility and professional growth aligned with NPAW's values.

3.8 Fair Compensation

We provide fair, equitable, and competitive compensation based on objective criteria, promoting retention and recognition of talent and performance.

3.9 Work-Life Balance and Flexibility

We foster flexible work arrangements that enable employees to reconcile their professional and personal lives, promoting wellbeing and productivity.

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4. Governance, Oversight and Approval

The **NPAW People Policy** is approved by the **Board of Directors**, which holds ultimate responsibility for ensuring compliance with its principles and commitments. The Board of Directors, together with Senior Management, guarantees the necessary resources for its effective implementation, oversees periodic reviews of its application, and ensures continuous improvement.

This Policy complements, and does not replace, NPAW's other corporate policies and management system frameworks. In case of stricter requirements, those policies and frameworks will prevail.

It promotes a corporate culture based on respect, integrity, and responsibility in people management, while ensuring that the Policy is communicated effectively across the organization and to all relevant stakeholders.

This Policy is mandatory for all NPAW employees, managers, and collaborators, and its observance will be regularly monitored. Any breaches will be addressed in accordance with NPAW's internal regulations and Code of Conduct.

Barcelona, 25 of August of 2025

Sergi Vergés Gassó