

JOINT STATEMENT OF THE EUROPEAN WORKS COUNCIL AND THE INDITEX GROUP AGAINST VIOLENCE AGAINST WOMEN AND HARASSMENT IN THE WORKPLACE.

1. The Inditex Group is a leading company in the textile sector that employs 161,281 people worldwide, of whom 118,925 are women. In Europe it employs 125,792 people, of whom 95,891 are women.
2. One in three women in the world suffers some form of violence, whether physical, sexual or psychological. Being subjected to violence and harassment will invariably have an effect on people's work and career development. Violence and harassment at work is a problem that transcends borders and cuts across different work environments and occupational categories.
3. The Board of Directors of Inditex, taking into account the recent approval of Convention 190 of the International Labour Organisation (ILO) on the elimination of violence and harassment in the world of work, as well as Recommendation 206 of the ILO on violence and harassment, approved at the meeting held on 15 March 2022, the Global Policy for the Prevention of Sexual Harassment or Harassment on grounds of sex or gender identity, which meant a boost in information and training in this matter for the entire workforce. Its modification in 2023 has reinforced the areas of action and focuses on the protection of all people in the professional sphere against any situation of harassment at work in any of its manifestations or types. Prevention, attention, support and response to victims are the main axes of this Policy.
4. The commitment to combat harassment and violence in the workplace is also contemplated in the worldwide agreement that the Inditex Group and UNI Global Union renewed on 10 October 2024 on the occasion of the 15th anniversary of its signing.
5. The EWC and the Inditex Group are committed to effective equality between men and women and are firmly committed to working to eradicate any practice that could lead to inequality. Working on prevention and training to eliminate violence and harassment in the workplace is an essential priority to guarantee respect for human rights and health and safety at work. Violence against women has undeniable effects in the workplace, so it is essential to mitigate them so that workers can develop in safe and peaceful environments. For all these reasons, the Inditex Group and the EWC are committed to ensuring an atmosphere of respect among workers, involving all levels of the company and social actors.
6. Consequently, the EWC and the Inditex Group agree to promote the following objectives and measures:

- To inform and train in order to raise awareness, prevent and detect:

Actions shall be carried out to raise awareness, as well as to train and implement preventive measures to avoid harassment. These actions must involve the entire workforce, for which specific campaigns will be carried out, taking into account the legislation in force in each case.

- Communicate internally and externally with the objective of raising awareness and mobilising

Information will be published on the company's internal channels and joint campaigns may be carried out on the occasion of the International Day for the Elimination of Violence against Women, which is celebrated every 25 November.

- Identify and act

Awareness-raising and training, and the implementation of the protocols and measures established in each country are essential. To this end, the provisions of the regulations in force in each country, as well as those of the European Union and the ILO, will be respected. Staff will be given access to the appropriate mechanisms so that they can report all types of harassment, which are already in place.

- Accompanying and monitoring

Violence against women and harassment are problems that affect everyone, and those who suffer from it must be accompanied with discretion, respect and caution, ensuring the maintenance of their employment, avoiding negative consequences and offering solutions that facilitate the continuity of working life, ensuring as far as necessary the protection of their privacy.

The EWC equality working group will follow up on the above and on the actions carried out in the different EWC countries. This working group shall submit annually to the plenary a report on this matter.

EUROPEAN WORKS COUNCIL OF THE INDITEX GROUP

INDITEX GROUP