



DiversitySONDA[®]

Being yourself makes the
difference

Policy

- **Diversity & Inclusion**
- **human Rights**

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SONDA[®]
make it easy



Great things happen when we count on everyone, without excluding anyone, when we open ourselves to what we believe is different, seeing difference not only as something good but as something essential, which drives and encourages innovation, transforming things and the world.

SONDA®

**A PLACE WHERE EVERYONE
IS WELCOME**



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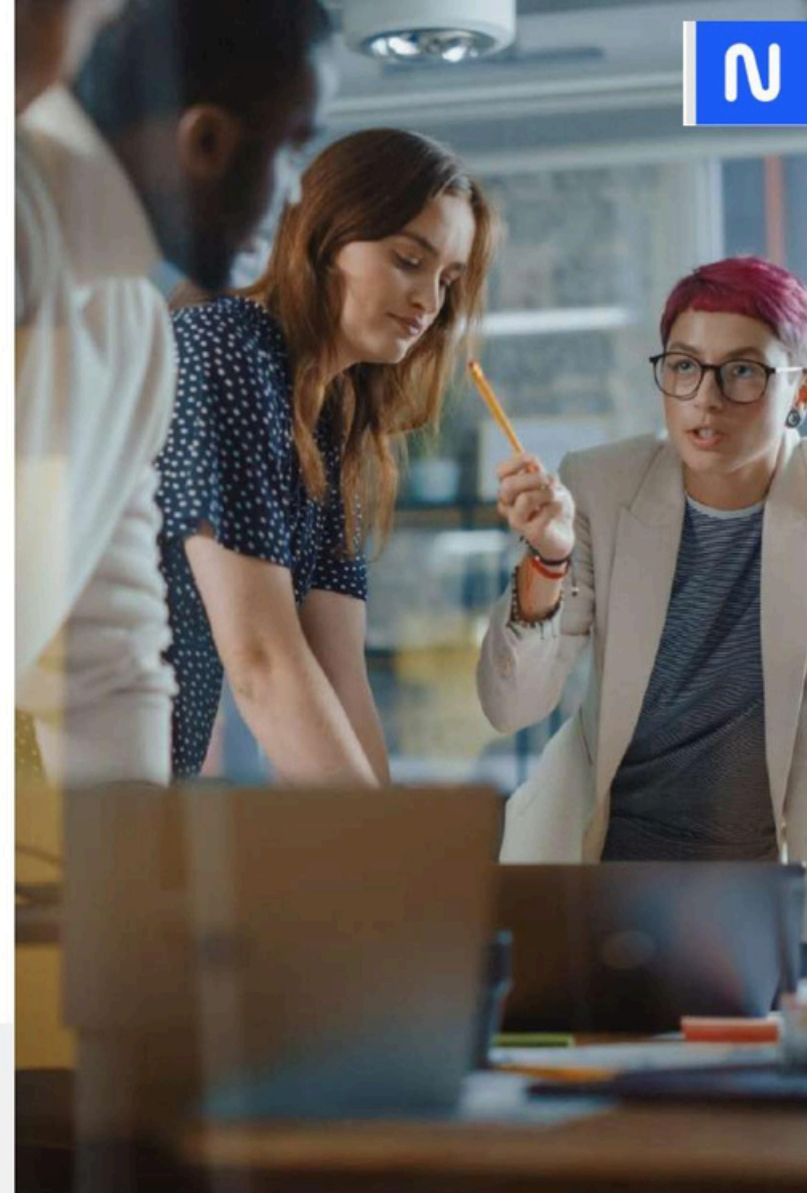
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1 AIM

The purpose of this policy is to formalize **SONDA's guidelines and commitments to human rights and the appreciation of human and cultural diversity**. This document incorporates principles based on the United Nations (UN) Global Compact, the Universal Declaration of Human Rights, the Fundamental Conventions of the International Labor Organization, the laws of the countries in which we operate, as well as documents or texts that may complement those mentioned above.

Respect for human rights and diversity and inclusion is rooted in our DNA and is applied everywhere we operate. This policy reflects SONDA's Integrity Standards, which seeks to do business with partners (customers, suppliers, and collaborators) who share the same commitment to human rights and diversity and inclusion that we do.

This policy correlates with and complements our Code of Ethics and Conduct and seeks to provide guidelines for promoting a discrimination-free environment that values respect and equal opportunity.





² SCOPE

This policy applies without distinction to the employees, directors, administrators, and advisors of SONDA S.A. and its subsidiaries, hereinafter collectively referred to as SONDA.

COMPLIANCE WITH POLICY AND COMPLAINT CHANNEL

SONDA strives to conduct its operations while respecting the rights and freedoms of all people with whom it interacts in the course of its activities. Respect for human rights, diversity, and inclusion are fundamental to our culture.

Failure to comply with this policy is **considered a violation of our Code of Ethics and Conduct and may result in disciplinary action** as provided in the aforementioned document.

The company has a Reporting Platform available on the website www.sonda.com. Anyone who is aware of or suspects **conduct that constitutes a violation of this document or our Code of Ethics and Conduct should access it to report it.**

SONDA's reporting system guarantees and safeguards the absolute confidentiality of the information provided, as well as the identity of the whistleblower.

The Ethics Committee will decide on the applicable disciplinary measures according to the severity of the violation of this policy and our Code of Ethical Conduct.

PRINCIPLES OF HUMAN RIGHTS

4.1 Fair wage

SONDA provides all its employees with fair and competitive salaries and benefits, in line with industry practices, and ensures compliance with the requirements, laws, and collective bargaining agreements of the countries where we operate.

Compensation at SONDA is defined according to market standards for each of our positions.

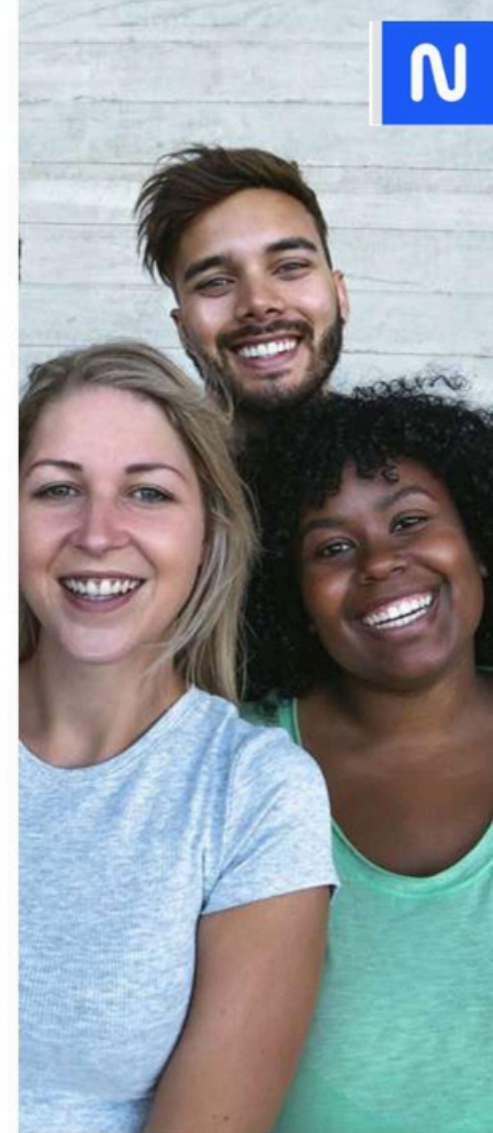
SONDA does not accept any action guided by prejudice related to ethnic origin, place of birth, religion, political affiliation, gender, or disability, in order to allow professional growth free from all forms of discrimination.

4.2 Decent, non-forced work and child labor

SONDA opposes the use of all forms of child, bonded, or forced labor in our operations and expects our customers and suppliers to demonstrate similar intolerance toward such practices.

All individuals have the right to be considered for suitable employment, where SONDA complies with applicable labor laws and regulations, including, but not limited to, those regulating working hours and relevant industry practices. SONDA provides appropriate work tools and a clean and safe work environment.

We do not tolerate the use of forced labor, involuntary labor, or slavery in our company or in our supply chain.



PRINCIPLES OF HUMAN RIGHTS

4.3 Discrimination and harassment

As stated in our Code of Ethics and Conduct, SONDA does not accept any actions guided by prejudice related to ethnic origin, skin color, gender, gender identity, sexual orientation, age, social class, disability, religiosity, nationality, political beliefs, or any other expression of diversity.

In this way, SONDA understands that human relations are based on respect for diversity, prohibiting all forms of discrimination, established as a fundamental principle.

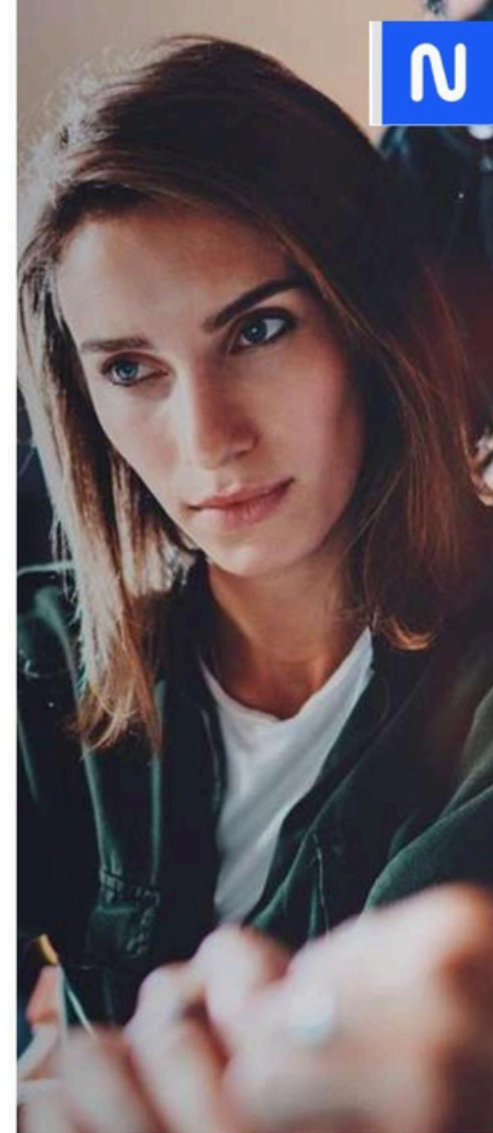
No acts of sexual or workplace harassment will be accepted. SONDA will not tolerate employee harassment by managers, colleagues, clients, or our suppliers.

4.4 Gender violence

Studying the issue, discussing it, carrying out cultural activities, and permanently mobilizing communities are some of the proposed actions to understand this problem and contribute to enabling everyone to take action to promote lives free from violence.

Violence against women is understood to mean any conduct, action, or omission that, directly or indirectly, in both the public and private spheres, is based on an unequal relationship of power, freedom, dignity, physical, psychological, sexual, economic, or property integrity, as well as their personal safety.

Situations of gender-based violence can be reported to our reporting channel, which will address the issue appropriately.



5. GENERAL GUIDELINES FOR A D&I CULTURE

5.1 Context

We are a company of people and we know the importance of empower our talents, who lead the transformation of our clients' businesses.

At SONDA we work to reduce/eliminate the difficulties that people with different characteristics have to fit in in the world of work.

Recognize, respect, value and leverage a culture of diversity and inclusion among our talents are fundamental actions to combine multiple perspectives and visions for the benefit of our clients.

+Diversity&Inclusion = + inclusion + creativity + collaboration




5.2 Principles

This policy is based on a set of principles and values that have guided SONDA's actions since its inception.

We believe that Diversity is considering and respecting the diverse characteristics of the person(s). Inclusion goes beyond recognizing, but also about valuing and promoting these differences.

We understand that it is everyone's responsibility to be agents of change. This policy provides guidelines for what is expected of SONDA employees to create an increasingly inclusive environment, with dignified and respectful treatment of all people.



Fundamental principles that enable us to interact with differences and see the world outside of standards and prejudices, allowing for better relationships in everyday life.

Recognize that diversity is a valuable asset. This recognition creates a healthy environment, with dignified and respectful treatment of all people.

Respect diversity, understanding that your colleague is different from you and that this doesn't make you better or worse. Talent is talent. It has no face or physical appearance. It comes in different forms, and its combination produces extraordinary results.

Valuing diversity as a gateway to innovation. Combining different *insights* generates countless possibilities.

Leverage diversity with actions that foster differences in your work routine.

5.3 Commitments

At SONDA we have a firm commitment to respect and equal opportunities, which is why we seek



Promote an environment of respect for all, ensuring fair work where everyone has equal opportunities to develop their potential.

Establish bias-free processes:

Treat everyone fairly and equally, without discrimination based on ethnicity, skin color, gender, gender identity, sexual orientation, age, social class, disability, religiosity, nationality, and political beliefs, including in internal policies and processes for hiring, firing, promotion, rewards, and benefits.

Do not tolerate prejudice, discrimination, or harassment, strengthening a culture of respect for the dignity and human rights of all people in the workplace.

Promote Diversity and Inclusion by encouraging dialogue and debate to raise awareness among employees, third parties, suppliers, customers, and communities about respect for diversity through internal and external campaigns, training, and educational initiatives.

Build an environment of trust, ensuring a climate of psychological safety in which people are free to be themselves, sharing their ideas and expressing their views respectfully with others through open and transparent dialogue.

6 BEHAVIORS EXPECTED



6.1 Role of leaders

Leadership is one of the essential elements for building an inclusive organizational culture and a safe space for all, and it is their duty to understand and share this Policy.

It is expected as a value and practice of our leadership:

- Make decisions free from bias and based solely on objective factors.
- Promote inclusive environments, encouraging active listening and forming and developing diverse teams.
- Take a stand against exclusionary behaviors and/or discriminatory attitudes and inspire others by example.
- Know your own biases and work to minimize them your daily decisions.
- Take a stand against discriminatory, exclusionary behaviors and/or attitudes and guide the use of appropriate channels.

6.2 Rules of respect and coexistence

Diversity at SONDA®
Being yourself makes the difference



#RemoveTheTag
WhatmattersisTALENT.

At SONDA, we are committed to building an environment based on respect for differences and individuality, seeking the well-being of all those we interact with. Adopting an open and accepting attitude is the first step.

Some important recommendations:

- Do not stereotype, that is, do not assume truths based only on your point of view.
- Do not make jokes about people's characteristics (physical or otherwise).
- Do not use expressions that may discriminate.
- Be inclusive in your communication.
- Take a position in accordance with our culture every time we faced with a discriminatory situation.

7 GLOSSARY CONCEPTS

Diversity: is the set of characteristics that make each individual unique. In the corporate context, it relates to the representation of different groups that make up the company.

Inclusion: is the appreciation and integration of diverse people who, for historical and social reasons, face barriers in society and in businesses.

Discrimination: is any attitude that excludes, separates and inferiorize people based on prejudiced ideas.

Ethnicity: is a group of individuals who share the same sociocultural system, the same language and/or geographic region.

Race: These are phenotypic characteristics, such as skin color.

Gender expression: An individual's social and cultural behavior toward the world; the way someone demonstrates their gender. This includes ways of dressing, acting, behaviors and interactions

Gender identity: This is how an individual perceives themselves, their understanding of themselves, and how they would like to be recognized. Regardless of your biological sex, a person can have a gender identity of female, male, or other gender identities (such as non-binary or agender).

Equality: everyone receives the same treatment and opportunity, without any kind of distinction

Equity: Differences between people are recognized and considered when offering opportunities.

Sexual orientation: It is a lasting emotional, romantic, sexual or affective attraction towards others.

It is easily distinguished from other components of sexuality, which include biological sex, sexual identity (the psychological sense of being male or female), and social sex role (adherence to cultural norms of feminine and masculine behavior).

Stereotypes: are an immutable image, idea, or notion that one social group has about another, to which distinctive behaviors, qualities, abilities, or traits are generally attributed.

Sex: refers to the biological and physiological characteristics that define men and women.



LET'S ALL BE
AGENTS OF
CHANGE

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