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Galletas Gullón S.A. and all its subsidiaries (hereinafter “**Galletas Gullón**”), in accordance with its values, its Ethical and Responsible Management Policy, its Responsible Business Director Plan, and its Code of Conduct, is committed to the people who are part of the company, with the reconciliation of their professional activity and personal life.

Specifically, it undertakes to facilitate the necessary measures for the reconciliation of the professional activity and personal life of workers, designing measures according to the needs and expectations of those who are part of the company and the interests of the business, communicating them and making them available to the interested parties.

One of the values defined by the company is the “management responsibility of a diverse workforce”. Thus, Galletas Gullón is committed to ensuring equal opportunities and non-discrimination in professional development or in remuneration and compensation, for reasons inherent to gender, maternity/paternity, disability, care for dependants, race, beliefs, etc. This commitment includes all workers of Galletas Gullón.

In Galletas Gullón, “reconciliation” is understood as the balance between the needs of the people who are part of the company and their family obligations and the interests of the business.

Among the priorities of the company are the family in all its dimensions (families with children, with elderly dependants, with people in complicated health processes, etc.), co-responsibility (involvement of men and women in the care of children and everything related to the family) and the promotion of health. All this will benefit from an adequate internal reconciliation management, with a better involvement and feeling of belonging of the people who are part of the company, as well as externally, with the improvement of its brand image to attract and retain talent.

For this, the Management will use the FRC Model, on the understanding that this is an appropriate tool to manage these variables and their continuous improvement. Its main objective is to improve the balance between the person / family / company, by bringing about a paradigm shift in the management of companies. For its correct execution, a person has been appointed as Manager and another person as FRC Director to achieve the reconciliation objectives. Whose responsibilities will be:

FRC Management:

- Communicate the FRC most important results of the audits by the Management Committee.

FRC Manager:

- Appoint the FRC internal auditor/auditors.
- Plan internal audits in collaboration with the internal FRC auditor.
- Decide to carry out unscheduled FRC audits.

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- Disseminate the most important findings of FRC audits to the FRC Management and whoever it deems appropriate.
- Establish the necessary actions to correct the non-conformities or findings detected in the audit and monitor their effectiveness.

This statement has been reviewed and approved by the CEO on behalf of Galletas Gullón Board of Directors on January 1st, 2025.

In Aguilar de Campoo, January 1st, 2025

Juan Miguel Martínez Gabaldón
CEO and General Director of Galletas Gullón