

Human Resources Policy



ATRESMEDIA





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1. Introduction

At **Atresmedia**, we recognise that people are a company's most valuable asset. Excellent people management provides a genuine competitive advantage and can be the key to achieving long-term success.

That is why in **Atresmedia** has drawn up this Human Resources Policy, which:

- applies to all Atresmedia Group employees, including those of its subsidiaries and Fundación Atresmedia.
- sets out the principles and commitments that underpin the Group's approach to human resources management: people-orientation, teamwork, communication and pride in belonging.
- helps us to deliver our purpose—**we believe in the power of reflection and emotion**—so we can create a community with shared values.

II. Objective

The objective of the Human Resources Policy (HR Policy) is to define the Group's commitments regarding human resources, along with the lines of action and guiding principles necessary to achieve them effectively.

These commitments include:

- Providing stable employment and a rewarding working environment
- Training and promoting the professional development of our workforce
- Attracting and retaining talent
- Guaranteeing human and labour rights
- Championing diversity, equality, and inclusion and work-life balance
- Ensuring a safe and healthy work environment

III. Principles and lines of action

1. Providing stable employment and a rewarding working environment

- We provide stable employment and offer competitive working conditions compared to the wider audiovisual sector. We maintain regular dialogue with workers' representatives across the Atresmedia Group companies, addressing their concerns on matters such as job stability, remuneration, work-life balance, and employee well-being.
- We guarantee fair and equitable pay for work of equal value, ensuring no discrimination based on gender. We calculate our pay gap and implement measures to address disparities in categories where they exist.
- We provide our workers with social protection in accordance with Spanish legislation, offering greater benefits for illness, accidents, parental leave, and retirement through agreements with workers' representatives.



- We offer our employees a benefits package tailored to the company's unique characteristics and the specific needs of the audiovisual sector, provided through in-kind services and benefits.
- Our Code of Conduct outlines the policies, principles, objectives, and values that guide Atresmedia employees in their interactions with third parties and society, promoting a culture of responsibility and establishing guidelines for ethical conduct within the company.
- We foster open, two-way communication with employees to understand their concerns, assess their satisfaction, and promote transparency, trust, and engagement. We have established specific communication channels for this purpose.
- We reject any abuse of authority or humiliating, degrading treatment that undermines an employee's integrity—whether physical, psychological, or moral—along with any conduct that creates an intimidating, offensive, or hostile work environment. We have established mechanisms to prevent and address such behaviour if detected.
- We have a whistleblowing channel to report any infraction, risk, discrimination, or conduct that is illegal or contrary to Atresmedia's policies and values. Whistleblower confidentiality is guaranteed, and their right to non-retaliation is ensured, provided they act in good faith.

2. Training and promoting the professional development of our workforce

- We support the professional development of our employees by providing work and training opportunities that foster growth within the Group, enable self-fulfilment, and create environments that encourage creativity and the generation of new ideas.
- We consider training a key aspect of people management, essential for enabling employees to perform their roles effectively and adapt to the challenges of digital transformation in the audiovisual sector, including the integration of artificial intelligence into our activities.
- Our training plan is built on the pillars of continuity, quality, innovation, accessibility, and usefulness.
- We train our journalists and media professionals on topics such as mental health, human rights, children's rights, diversity, and other social issues to ensure our content reflects these matters accurately and uses appropriate language.

3. Attracting and retaining talent

- We are committed to attracting talent as a key differentiator for Atresmedia, generating value and growth for the company, and addressing the numerous challenges in the audiovisual sector by hiring top talent.
- Through our internship programme and partnerships with educational institutions, we identify talent and provide job opportunities for students and recent graduates to enhance their employability.



- We strongly believe in vocational training as a model to bridge the gap between students and the workforce, while meeting our demand for specialised personnel in the audiovisual sector.
- We consider talent retention a key aspect of people management at Atresmedia. To this end, we have implemented tools to foster employee loyalty.
- We are committed to the progress and development of the audiovisual sector, as well as the promotion of communication within companies and among professionals. Through Atresmedia Training, a programme launched in 2016, we aim to establish ourselves as a benchmark in communication training—one of the key skills for professional success and effective team management.

4. Guaranteeing human and labour rights

- Respect for human rights is enshrined in our [Code of Conduct](#) and aligned with United Nations instruments, such as the Guiding Principles on Business and Human Rights and, particularly, the principles of the Global Compact, to which **Atresmedia** has been a signatory and member since 2008.
- We have a due diligence procedure in place to identify and prioritise the human and labour rights most relevant to the Group, ensuring responsible conduct across our value chain, including towards our employees.
- We allocate resources to ensure compliance with ILO (International Labour Organization) provisions, particularly those related to the work of minors, and reject any practices that violate these or other ILO principles.
- We reject all forms of child labour, compulsory or forced labour, and human trafficking. This commitment applies to all individuals providing services to Atresmedia, whether through direct employment or via a third party.
- We respect our employees' freedom of association and their right to collective bargaining, as permitted by law.
- We foster social dialogue with workers' representatives to ensure beneficial working conditions for all.
- We respect the right to freedom of expression of our journalists, who, in line with the Group's editorial stance, must be able to freely exercise their journalistic profession.
- We safeguard our employees' personal data by providing them with valuable information and best practices on protecting their digital rights and using technology safely.
- We promote responsible conduct among our employees by providing mandatory training on the Group's Compliance and Crime Prevention Model.

5. Championing, diversity, equality and inclusion and work-life balance

- At Atresmedia, we are committed to values of diversity, equity and inclusion, and respect for everyone regardless of their condition, gender, race, sexual orientation, religious belief, political opinion, nationality, disability or any other characteristic. We view diversity as a person's physical, social and personal



attributes—both visible and invisible—that make them unique.

- We have a [DEI Policy](#) that sets out the commitments and principles assumed by the Group and the lines of action drawn up to encourage and guarantee equality and diversity, as well as lay the foundations for ensuring a diverse and inclusive working environment that guarantees equal opportunities and non-discrimination for everyone who makes up Atresmedia and anyone who joins the organisation in the future.
- We have Quality Plans that ensure equal treatment and equal opportunities, outlining measures to promote work-life balance, prevent harassment at the workplace, and protect maternity rights.
- We have a protocol against sexual and gender-based harassment, which is accessible to all Group employees through internal communication channels.
- We offer all employees the same career advancement opportunities within each company. Therefore, we do not tolerate any kind of discrimination on the grounds of gender, race, sexual orientation, religious belief, political opinion, nationality, social origin, disability or any other circumstance that could be a source of discrimination.
- We understand the importance of work-life balance for a person's full development, so we offer a flexible working environment, and promote measures and undertake actions that help achieve this balance, and also facilitate disconnection from work.
- We operate under the principle of respect for all individuals, including the LGBTI community. We reject all forms of stereotyping in hiring and career development.
- Our hiring processes are inclusive and based on equal opportunities, objectivity, transparency and non-discrimination.
- We promote the hiring and training of persons with disabilities and partner with organisations that cater to especially vulnerable groups in order to promote the employment of persons with disabilities.
- We adapt our workplaces to meet employees' needs, ensuring they can work under equal conditions.

6. Overseeing a safe and healthy work environment

- We view occupational health and safety as a key element in ensuring the physical and emotional well-being and safety of our professionals. Our Occupational Health and Safety Policy sets out Atresmedia's commitments in this regard.
- Our safety culture is built on the principles of prevention, training, continuous improvement, and compliance with internal procedures and regulations.
- We take appropriate measures to ensure all employees receive adequate training and information regarding risks, as well as the preventive and emergency measures relevant to their roles.
- We have mechanisms in place to facilitate effective communication with employees on occupational health and safety (OHS), and encourage their



active participation and engagement, along with that of their representatives, in risk assessments and the implementation of OHS initiatives.

- We support systems that continuously identify hazards, forming the basis for establishing appropriate control measures and programmes aimed at maintaining safe work environments at all times.
- We strive to foster a culture of well-being by offering ongoing training and information to our employees on topics such as mental health, financial well-being, and physical health.

The Group's Human Resources Policy, which complements Atresmedia's General Corporate Responsibility Policy, was first drafted in 2010 and revised in 2019 and 2024

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