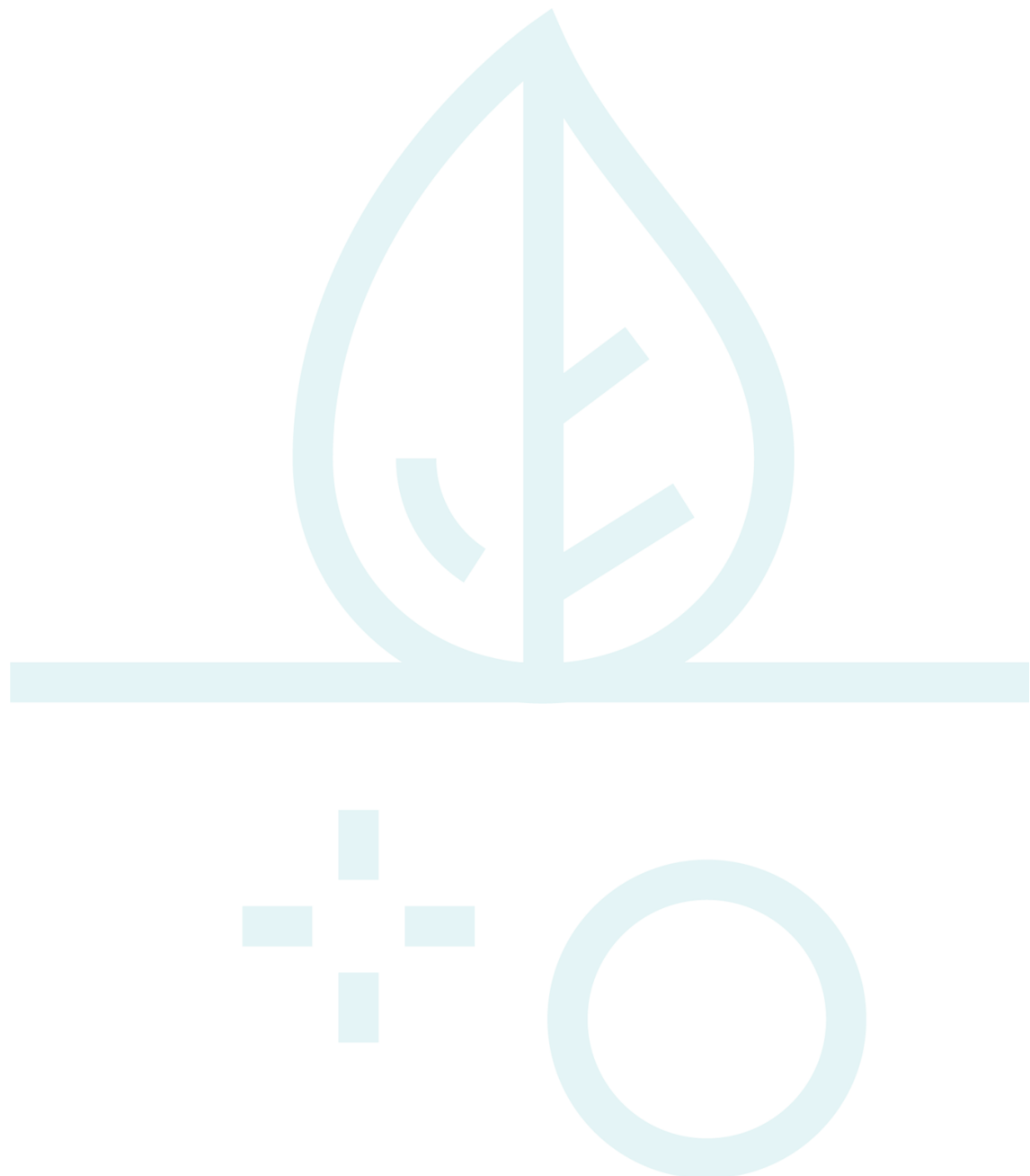


Cepsa Química Global Pledge: Advocating for Living Wages and Incomes

April 2024



Advocating for Living Wages and Incomes

At the heart of Cepsa Química lies a steadfast belief: **Every employee, is entitled to a living wage and income.** This conviction stems from our deep-seated recognition of living wages and incomes as fundamental human rights. We acknowledge that statutory minimum wages in various regions may not always guarantee a basic, yet dignified, standard of living. This encompasses access to adequate housing, nutritious food, quality education, reliable childcare, and the capacity to save for unforeseen circumstances.

Our pledge to this cause is global, honoring the extraordinary and diverse employees who fuel our organization's success. We discern the clear connections between wages, income, and the realization of numerous United Nations Sustainable Development Goals. Consequently, **we are proactively ensuring robust pay practices within our operations, including the provision of a living wage to full-time employees.**

We recognize that addressing income inadequacy is a complex, systemic challenge that demands persistent efforts and collaboration. Despite these challenges, we remain unwavering in our commitment to advocate for living wages and incomes. **This commitment is not a fleeting goal, but a lasting promise that we will ceaselessly endeavor to fulfill.**

Our objective is to effect enduring change and guarantee a decent standard of living for all. We are confident that by doing so, **we can foster a more equitable world where everyone has the opportunity to flourish.** We comprehend that this is a journey, and we are dedicated to learning, adapting, and enhancing our practices as we advance.

We cordially invite all stakeholders to join us in this significant endeavor. **United, we can create a substantial impact and ensure that everyone, everywhere, has the opportunity to earn a living wage and income.** This is our pledge, and we will strive to honor it every day.



José María Solana
CEO Cepsa Química
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