

Diversity and Inclusion Policy

At Telefónica, we believe in the transformative power of diversity for both business and society.

Our goal is to continue to foster an open and inclusive work culture that attracts talented employees and helps create a fairer world.



This policy outlines our commitments to:

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| 1 Diversity on the Board of Directors | 6 Work and life balance |
| 2 Inclusive leadership | 7 Inclusive language |
| 3 Social dialogue and collective negotiation | 8 A harassment and discrimination-free work environment |
| 4 Equality in the selection, remuneration, and professional development of our workforce | 9 The elimination of physical barriers |
| 5 Training and developing sensitization to raise awareness of unconscious biases | 10 Accessible Products and Services |

Our Global Diversity Council drives initiatives to promote equality across the group

All our actions are based upon:

Telefónica's Responsible Business Principles



Would you like to know more?

[View the policy](#)

[Questions and queries](#)