

Within the framework of the #CEOPorLaDiversidad alliance

Exolum, led by its CEO, undertakes to promote a way out of the pandemic through inclusiveness and equality

- A meeting was held earlier today, led by Enrique Sánchez, president of the Adecco Foundation and Fátima Báñez, president of the CEOE Foundation.
- Jorge Lanza, Exolum's CEO, participated in the event.
- The meeting was attended by a total of 30 companies, out of the 75 members of the #CEOPorLaDiversidad (#CEOfordiversity) programme, promoted by the Adecco Foundation and the CEOE Foundation. All the companies have agreed that COVID-19 is reorganising corporate agendas and that diversity policies should be a priority for all organisations.
- Inclusive leadership is at the heart of the debate. Those present at the event highlighted that CEOs will play a strategic role in ensuring that diversity, equity and inclusion policies have a real and sustainable impact on organisations, as the foundation of a business structure that is more inclusive and a society that is more equal, where nobody is left behind.
- The increasing relevance of diversity policies in investment criteria was also stressed, as these increasingly take into account elements such as transparency, social commitment, diversity or the inclusion of those at a disadvantage.

Madrid, 7 July 2021. Exolum participated earlier today at the first in-person meeting in the second year of existence of the #CEOPorLaDiversidad (#CEOfordiversity) initiative held at the Génova Financial Centre in Madrid, with the attendance of 30 CEOs out of the 75 members of the alliance.

Developed by the Adecco Foundation and the CEOE Foundation, the #CEOPorLaDiversidad alliance, a pioneering initiative in Europe, has until now brought together 75 CEOs around a common innovative vision on diversity, equity and inclusion (DE&I). It aims to promote the development of strategies that contribute to corporate excellence, talent competitiveness in Spain and the reduction of inequality and social exclusion.

The event was led by Enrique Sánchez, president of the Adecco Foundation, and Fátima Báñez, president of the CEOE Foundation.

Exolum, a link to equality in an era of alliances

The event reviewed the current scenario, strongly characterised by a social, demographic and digital transformation accelerated by COVID-19, where companies must promote change through the direct commitment of their senior management, who must therefore become a reference and inspire their teams, customers and all stakeholders.

Therefore, CEOs will play a strategic role in ensuring that diversity, equity and inclusion policies have a real and sustainable impact on organisations, as the foundation for a business structure that is more inclusive and a society that is more equal, where nobody is left behind.

In this regard, the relevance of relying upon the 2030 Agenda as a major roadmap to address challenges such as the reduction of inequalities, an end to poverty or decent work for everyone was brought to the table. In line with Sustainable Development Goal 17 (alliances to achieve goals), the #CEOPorlaDiversidad initiative aims to progress towards such goals through the combined strength and joint efforts of companies which, led by their own CEOs, increase the competitiveness of the business structure and contribute to reducing inequalities in Spain through diversity, equity and inclusion policies that are innovative and transformative.

Jorge Lanza, Exolum's CEO, highlighted that *"At Exolum, as a benchmark in the industry, we understand that diversity has a positive impact on results and the value the company brings to its stakeholders. A diverse company is one that focuses on talent and innovation, brings together different points of view and experiences, and analyses challenges by offering solutions and insights. At Exolum we are committed to diversity and inclusion as a cornerstone of our corporate strategy, because it helps us retain talent and generates a sense of pride in belonging and increases employees' cooperation and satisfaction."*

Despite the lack of official and definitive data on the extent of the surge in poverty and exclusion as a result of COVID-19, a conclusion is evident: COVID-19 is reorganising the corporate agenda and diversity policies should be a common priority for all organisations. According to Enrique Sánchez, president of the Adecco Foundation: *"They are an essential instrument to fight against exclusion and poverty in Spain and a driver for competitiveness at the same time. While it adds value by bringing together different talents, diversity can entail reputational and financial risks if not properly managed. In fact, non-financial information is already a priority in investment criteria, and they increasingly take into account elements such as transparency, social commitment, diversity or the inclusion of those at a disadvantage."*

About Exolum

Exolum is Europe's leading logistics company for liquid products and one of the largest in the world. Its core business is the transport and storage of a wide range of bulk liquid products, particularly refined and chemical products and biofuels, in a sustainable and efficient manner. Furthermore, the company operates in new sectors, such as eco-fuels, the circular economy and the development of new energies, with the aim of fulfilling its purpose: Creating innovative solutions to make the world a better place.

Exolum employs over 2,200 professionals and operates in eight countries (Spain, the United Kingdom, Ireland, Germany, the Netherlands, Panama, Ecuador and Oman) with a pipeline network of over 6,000 kilometres, 68 storage terminals and 45 airport facilities, and a total storage capacity of more than 11 million cubic metres.

About the #CEOPorLaDiversidad alliance

The purpose of this alliance, led by the Adecco Foundation and the CEOE Foundation, is to bring together the CEOs from major Spanish companies around a common innovative vision of diversity, equity and inclusion (DE&I) by acting as drivers and ambassadors in helping the development of strategies that contribute to corporate excellence, talent competitiveness in Spain and the reduction of inequality and exclusion in Spanish society.