



**Commitment to diversity, equity and inclusion**

**EROSKI Group joins the Carta de la Diversidad and reinforces its commitment to an inclusive workplace**

- **Joining the Charter means voluntarily taking on ten principles to promote diversity, equity and inclusion within the organisation.**
- **The updated Charter brings in new challenges, including universal accessibility, mental health and wellbeing, and the responsible and inclusive use of artificial intelligence.**
- **The initiative is in line with EROSKI Group's Equality, Diversity and Inclusion Policy and with its cooperative, participatory business model.**

**Elorrio, 13 October 2026.** [EROSKI](#) Group has joined the Carta de la Diversidad, a diversity charter promoted in Spain by Fundación Diversidad and supported by the European Commission, which brings together more than 1,600 organisations committed to promoting equality, diversity and inclusion in the workplace.

By joining, a step formalised last July, EROSKI Group voluntarily takes on the Charter's ten principles and strengthens its intention to build diversity, equity and inclusion into its strategy, culture and everyday activity across the organisation.

This commitment is tied to EROSKI Group's Diversity, Equity and Inclusion Plan and builds on a business model that puts people at the centre, promotes equal opportunities and seeks to prevent any form of discrimination. EROSKI Group's Equality, Diversity and Inclusion Policy sets out a common framework to advance these principles across the organisation and extend them to its value chain.

Joining the Charter also coincides with the Charter's own evolution. Since 1 October 2026, its ten principles have been updated to respond to current challenges in diversity, equity and

---

**EROSKI – Head of Corporate Communications**

Patricia Martín Sanchidrián

**Tel:**  
**+34 946 211 214**

[comunicacion@eroski.es](mailto:comunicacion@eroski.es)

**INCÓGNITO – Press Office**

Silvia Peralta

**Tel:**  
**+34 917 379 950**

inclusion, drawing on the values and foundations of the various Diversity Charters of the European Union.

Among the new features are three areas added explicitly for the first time: universal accessibility; protecting mental health and creating safe workplaces; and the responsible, safe, transparent and inclusive use of artificial intelligence, with human oversight and the prevention of possible discriminatory impacts.

### **A commitment connected with the cooperative model**

Joining the Charter strengthens the principles that already guide how EROSKI Group is managed. Its Equality, Diversity and Inclusion Policy covers, among other areas, equal opportunities, inclusive environments, accessibility, awareness-raising, participation, continuous improvement and collaboration with suppliers and organisations that share these commitments.

This vision is also part of EROSKI Group's corporate culture, which is based on cooperation, participation, trust and economic, social and environmental responsibility. The corporate policy states that internal and external communication must be based on rigorous, useful and inclusive information, and contribute to people's wellbeing, professional development and sense of belonging.

**José María Cabanillas Prado, Director of People for Platforms at EROSKI Group**, said: *"Joining the Charter reinforces a commitment that's part of our cooperative identity: building an organisation where everyone finds opportunities to take part, develop and contribute their talent. Diversity helps us listen better, enrich our decisions and move towards a more inclusive company that's connected with society."*

### **Ten principles for advancing diversity, equity and inclusion**

The new wording of the Charter structures the commitment of signatory organisations around the following ten principles:

1. **DEI strategy.** Build diversity, equity and inclusion into the organisation's strategy by analysing its situation, creating action plans and securing the active support of management.
2. **Diverse workforce.** Promote equal treatment and equal professional opportunities, valuing talent regardless of any personal or social condition or circumstance.

3. **Awareness-raising and inclusive leadership.** Pay particular attention to identifying bias and stereotypes and develop inclusive leadership that strengthens the organisation's internal culture.
4. **Inclusion 360°.** Promote diversity, equity and inclusion across suppliers, customers and partner organisations, and design products and services that take customers' diversity into account.
5. **Universal accessibility.** Remove barriers and work to ensure that spaces, facilities, digital tools, products, services and communication channels can be used and understood by everyone.
6. **Mental health and safe spaces.** Create safe working environments that look after physical and mental health and promote work-life balance, shared responsibility and psychological safety.
7. **Responsible and inclusive artificial intelligence.** Use artificial intelligence in a responsible, safe, transparent and inclusive way, with human oversight and prevention of impacts that are discriminatory or contrary to people's rights.
8. **Measurement and objectives.** Regularly measure progress on diversity, equity and inclusion and define indicators and objectives to ensure continuous improvement.
9. **Communication and transparency.** Communicate commitments, progress and results transparently, both internally and to society, in order to be accountable and build trust.
10. **Community and partnerships.** Invite other organisations to join the Charter and take an active part in its community to generate mutual learning, share knowledge and spread good practice.

By joining the Charter, EROSKI Group reaffirms its commitment to a business culture based on equal opportunities, respect for diversity and the inclusion of everyone.

#### About EROSKI

EROSKI is one of northern Spain's — from Galicia to the Balearic Islands — leading retailers with a 12.32% market share in the region. The cooperative is the market leader in the Basque Country, Navarre and Galicia, and co-leader in the Balearic Islands. At the end of 2025, EROSKI's omnichannel network comprised 1,508 outlets, including supermarkets, hypermarkets, cash-and-carry stores and online supermarkets, as well as optical centres, sports stores and other non-food businesses. EROSKI has more than 6 million customer members and employs over 28,200 people, of whom over 8,300 are cooperative members.

---

#### EROSKI – Head of Corporate Communications

Patricia Martín Sanchidrián

Tel:  
**+34 946 211 214**

[comunicacion@eroski.es](mailto:comunicacion@eroski.es)

#### INCÓGNITO – Press Office

Silvia Peralta

Tel:  
**+34 917 379 950**