

The purpose of this Policy is to express our commitment to internationally recognized human rights in **PINCASA**, as well as to define the due diligence process in accordance with the United Nations Guiding Principles on Business and Human Rights.

In addition to complying with the legislation in force in each state, and in line with our Code of Ethics and Conduct, we formalize this Policy in accordance with international standards and practices such as the United Nations Universal Declaration of Human Rights, the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work and the Conventions that develop it. Similarly, our behaviour complies with the 10 Principles of the United Nations Global Compact and is aligned with the 2030 Agenda and its contribution to the United Nations Sustainable Development Goals.

Our commitments to stakeholders:

### **Employees**

- Reject discriminatory practices or those that undermine the dignity of individuals on the basis of their age, gender, marital status, nationality, religion, disability, race or ethnicity, or any other personal circumstance.
- Reject child labour and forced or compulsory labour.
- Respect freedom of association, collective bargaining and the right to organize.
- The right to data privacy and confidentiality.
- The right to a safe and healthy working environment.
- The right to decent working conditions, with adequate remuneration and equal treatment, avoiding treating people differently or less favourably because of characteristics that are not related to their merit or the requirements of the job.
- The right to a working environment free from harassment or behaviour that is contrary to respect for people's rights and dignity.

### **Suppliers**

- Require a commitment to respect human rights in our supply chain.

### **Customers**

- Offering safe services and products.
- Reject any type of discrimination and guarantee the right to privacy, protecting and making appropriate use of the personal data provided.

**PINCASA** will implement supervision and control procedures to identify, with due diligence, possible situations of risk of human rights violations and establish mechanisms to prevent and mitigate such risks

Top Management extends this commitment to all employees, as well as to our suppliers and contractors, to respect internationally recognized human rights throughout their supply chain, adopting the necessary measures for strict compliance, and expects its partners to promote the alignment of their own policies with this Policy.