

Human Rights Policy

At Grupo Piñero, respect for Human Rights is part of our company's Sustainability culture. We support, respect and contribute to the protection of the human rights recognized in the Universal Declaration of Human Rights, as well as in the main conventions of the International Labor Organization, which embody our commitment to the values that these frameworks represent. This policy is supported and nurtured by the values and principles of Grupo Piñero's Code of Ethics and other Group policies.

Accordingly, at Grupo Piñero we are firmly committed to:

- Provide the means for workers to enjoy a dignified, safe and healthy work environment.
- Avoid any type of discrimination based on sex or gender, race, ethnic, social, cultural or national origin, sexual orientation, marital or family status, age, religion or creed, functional diversity, political opinions, union activity, hierarchy or others.
- Establish criteria for remuneration, compensation and benefits that are dignified, fair and appropriate to the work performed by its employees, in line with their training, education and level of responsibility and in strict compliance with applicable labor legislation in accordance with the laws of the country where it operates.
- Reject forced labor in all its forms and any manifestation of physical, psychological or moral harassment or abuse of authority, or any other conduct that intimidates or offends the rights of individuals.
- Promote a safe childhood and reject child labor in any of its activities in any region.
- Defend the freedom of affiliation, association and the effective recognition of the right to collective bargaining, by respecting and protecting workers' representation, avoiding discrimination and guaranteeing the effective exercise of union rights in the workplace.
- Protect human rights in the local communities where we operate. Taking into account the right of communities to access to food, water and sanitation, energy, education, health and housing, to enjoy a clean and healthy environment, as well as the right to freedom of opinion and expression and freedom of thought and religion.
- Encourage and promote a culture of respect for human rights among employees, the communities in which it operates and other stakeholders, through awareness-raising sessions for employees, suppliers and contractors.
- Absolutely reject any attempt, practice and/or corrupt or illicit action, whether carried out by directors, employees and/or third parties acting on behalf of the company or by third parties with whom it maintains any type of relationship.
- Establish mechanisms to identify, prevent, mitigate and respond in order to control and correct any abuse committed to the detriment of human rights and, if necessary, raise the matter with the competent judicial authority, collaborating in any case with the latter.

*This Policy was approved by the **Board of Directors of Levantur, S.A.** on June 21, 2022.*