

Human Resources Policy

At Grupo Piñero we consider our employees a strategic asset; their knowledge, skills and competencies are decisive factors in ensuring the success of the Group. Therefore, the way we treat our employees and each other will be priority issues.

In our management of human resources, we ensure compliance with human rights and fundamental rights at work, as well as with the provisions of the International Labor Organization.

Our commitments are supported and nurtured by our values and principles of action established in Grupo Piñero's Code of Ethics and in the rest of the company's policies, mainly the Human Rights Policy.

Accordingly, at Grupo Piñero we are committed to:

- Establish a human resources management model to attract, promote and retain talent and foster the personal and professional growth of all the people who belong to the Group, making them participants in the business project and guaranteeing them a dignified and secure job.
- Define as a strategic goal the development of labor relations based on equal opportunities, the right to privacy, non-discrimination and respect for diversity, fighting against any type of harassment and promoting the development of local communities through professional development and respect for their culture.
- Promote measures to achieve a favorable environment by facilitating work-life balance and respecting rest times and digital disconnection, always complying with the legislation in force in each country and following international best practices.
- Provide the personnel with the means and resources necessary for the proper development of the professional activity.
- Facilitate, through selection, hiring, promotion and development processes that meet the criteria of equality, merit and ability, the recruitment and development of people with the competencies, knowledge, skills and behaviors required to implement the defined business strategies.
- Respect and protect freedom of association, the right to unionize, representation and collective bargaining, establishing a framework of labor relations with agreed mechanisms that adapt the organization to business and social requirements, favoring, through the effective exercise of union rights, dialog with employees, their union representatives and other social agents. To this end, we have collective or equivalent agreements in place, as well as channels of dialog and communication with employees and/or their representatives: joint commissions or committees, work climate surveys, specific meetings, newsletters, emails, etc.
- Establish a remuneration and social benefit system that attracts and retains the best professionals and aligns their objectives with those of the Group, always respecting internal equity and equal opportunities.
- Respect the right to privacy of our employees in all its manifestations and especially in the processing of their personal data.
- Promote training and development programs that promote professional and personal development, the consolidation of a Group culture and the retention of talent.
- Establish a comprehensive occupational health and safety system based on improving working environments and employee health beyond what is required by law.
- Develop mechanisms to detect and report sexual and labor exploitation of minors.

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