

Human Rights Policy

This policy establishes the principles that underpin Grupo Piñero's commitment to human rights in all its activities and spheres of action. The Group has adopted the approach set out in the UN Report "on the issue of human rights and transnational corporations and other business enterprises". The approach detailed in this report is one of due diligence, aimed at minimising the risk of infringing human rights.

Grupo Piñero understands that due diligence in this context includes the following elements:

- Analysis of the key risks with regard to human rights, including potential impacts on vulnerable groups and gender-related matters.
- Establishing commitments.
- Assigning responsibilities with regard to performance in this area.
- Training company personnel.
- Supervising and monitoring implementation of the policy.
- Correcting any bad practices that might arise.

In all its activities across the globe, Grupo Piñero is committed to respecting human rights and establishing mechanisms that make it possible to verify compliance, wherever circumstances make this advisable. The institutional and legal framework in place in each country will determine the practical application of this Policy.

Human rights commitments:

1. Prevent practices that are discriminatory or that undermine the dignity of people
2. Eradicate the use of child labour
3. Facilitate freedom of association and collective bargaining
4. Protect people's health
5. Provide a dignified job
6. Ensure commitment to people connected to suppliers and other partner companies
7. Support and publicly promote respect for human rights
8. Respect local communities and traditional ways of life
9. Protect facilities and people in accordance with respect for human rights
10. Help combat corruption



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