

## Social and Cultural Protection Policy

At **Grupo Piñero** we understand the importance of managing our human resources for our activity to function. We also know that the local community is highly sensitive to our actions and therefore we try to have a positive influence, contributing to the development of groups and ensuring compliance with human rights and child protection. Therefore, we undertake a firm commitment to:

- Prioritise recruitment of **local staff** as a way to directly contribute to the development of the local economy.
- Establish measures to ensure all our employees are **treated with dignity and fairness**, respecting cultures, fostering non-discrimination, equal opportunities, strict compliance with current legislation on recruitment, and health and safety in the workplace.
- Help our employees **fulfil themselves professionally** by establishing specific training plans to achieve a more qualified, sustainable company.
- Respect our employees' right to **association and trade union membership**, developing strategies for understanding and cooperating with workers' unions, and striving to comply with legal provisions.
- Contribute positively to the **development of the local communities** where we operate, carrying out social actions to improve quality of life, clearly respecting the local culture, and providing direct incentives for communities, all by maintaining continuous dialogue with them.
- Ensure **compliance with legislation** at local, national and international level, protecting the community from any type of abuse or harassment and guaranteeing human rights are respected.
- Develop mechanisms to **detect** and report child **labour** and **sexual abuse**.



**Encarna Piñero García**  
Chief Executive Officer  
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