

Human Rights Policy

This policy establishes the guiding principles behind Grupo Piñero's commitment to human rights in all its activities and fields of operation. The Group subscribes to the approach adopted by the United Nations Report "the issue of human rights and transnational corporations and other business enterprises". The approach to be found in this policy is one of due diligence, focused on minimising the risk of infringing human rights.

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

- Analysis of the main risks regarding human rights, including potential impacts on vulnerable groups and gender issues.
- Establishment of commitments.
- Assignment of responsibilities regarding performance in this sphere.
- Training for people at the Company.
- Supervision and monitoring of the implementation of the policy.
- Correction of any malpractice that might arise.

In all its activities and everywhere around the world, Grupo Piñero undertakes to respect human rights and, where the circumstances make this advisable, to establish mechanisms so as to verify compliance. The practical application of this Policy will be determined by the institutional and legal framework in place in each country.

Commitments to human rights:

1. Avoid discriminatory practices or that undermine personal dignity
2. Eradicate the use of child labour
3. Facilitate freedom of association and collective bargaining
4. Protect people's health
5. Offer decent employment
6. Commitment to people linked to suppliers and other partner companies

7. Publicly support and promote respect human rights
8. Respect local communities and traditional ways of life
9. Respect for human rights in protecting facilities and people
10. Help fight corruption