

# Corporate Social Responsibility Policy

## Human Rights

### MISSION

The ITURRI Group's mission is to protect people and their environment with innovative, efficient and sustainable solutions. To this end, wherever we do business, whether with team members, customers, suppliers or communities, we respect and uphold the human rights principles.

### COMMITMENTS

The ITURRI Group demonstrates its commitment to the defence of international human rights principles by complying with the Global Compact Principles, the United Nations Guiding Principles on Business and Human Rights, the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work, and all current legislation that ensures the protection of people's dignity.



Do not practice or support the use of child labour.



Not practice or support the use of forced, compulsory or slave labour.



Provide a safe and healthy working environment, taking all measures to prevent accidents and injuries to worker's health.



Respect freedom of association and the right to collective bargaining.



Not to practise or support any kind of discrimination in any area of activity, whether internal or external, and to demand the same behaviour throughout the value chain.



Treat all employees and partners with dignity and respect.



Respect the right of staff to a minimum wage, to control the hours worked and ensure that they comply with the legal standards of the sector.



Identify breaches of social responsibility and implement corrective or preventive actions to avoid them.



Transmit and demand compliance with this Policy to our entire value chain and stakeholders, being a driver of transformation and improvement for the most vulnerable parties.



Provide channels of communication and reporting, ensuring confidentiality and fair investigation.

This Policy applies to all Group companies as well as to non-Group investees over which the Company has effective control, within the legally established limits.

Everyone in the Company has an obligation to know, understand and comply with the commitments contained in this Policy.

January 2023  
General Manager ITURRI Group  
Juan Francisco Iturri Franco