

## **HUMAN RIGHTS POLICY**

CASAS PEPE.S.A. Statement of Intent

Our company supports, respects and contributes to the protection of internationally recognized fundamental human rights, ensuring that it is not complicit in any form of abuse or violation thereof, among **employees, suppliers, contractors, collaborators, partners, competitors and society in general**.

CASAS PEPE undertakes to respect human rights and public freedoms as recognized in the United Nations Universal Declaration of Human Rights. Through its adherence to the United Nations Global Compact, it is committed to supporting and defending the fulfillment and protection of Human Rights, as well as to promoting the adoption of these principles and values in those companies in which it participates, even without having control, as well as among its suppliers, contractors and collaborators.

Principles

- **Legality in all actions** - CASAS PEPE does not participate in actions that compromise or endanger legality and fundamental ethical principles.
- **Rejection of any type of discrimination** - CASAS PEPE does not accept any type of discrimination on the basis of age, race, color, sex, religion, political opinion, national origin, sexual orientation, social origin or disability.
- CASAS PEPE, through the adoption of employment practices compatible with the conventions of the International Labour Organization, prohibits forced labour in all its forms.

CASAS PEPE promotes a **safe childhood by** eradicating child labor through its employment admission requirements.

CASAS PEPE defends the **freedom of affiliation**, association and the effective recognition of the right to collective bargaining.

- **Quality and safety of services** - CASAS PEPE guarantees that the services and products it provides do not pose a risk to the health and safety of workers, clients and the communities for which they are intended and, in the event of non-compliance, undertakes to correct it.
- **Defense, promotion and dissemination of rights** - CASAS PEPE rejects any manifestation of physical, psychological, moral harassment or abuse of authority, or any other conduct that intimidates or offends the rights of individuals. It also promotes respect for human rights among the societies and communities in which it operates, and internally and externally fosters dignified and respectful treatment of all people.
- **Commitment to third parties** - CASAS PEPE promotes respect for these rights in its supply chain through Ethical Principles and commercial relations with its suppliers, contractors and collaborators.
- **Supervision and collaboration with the authorities** - CASAS PEPE, through ex officio instruction by the Code of Conduct Commission, controls and corrects any abuse committed to the detriment of Human Rights and, if necessary, refers the matter to the competent judicial authority, collaborating in any case with them.
- **Due diligence** - CASAS PEPE's actions are carried out with due diligence with the objective of not infringing and respecting the rights of third parties and mitigating the negative consequences of its activities.
- **Commitment and formalisation** - CASAS PEPE through its Code of Conduct and specific procedures for protection against harassment at work and sexual harassment, establishes systems and procedures for detecting, reporting, protecting and suppressing actions or behaviour contrary to basic social rights and established ethical principles.