



HUMAN RIGHTS POLICY

Respecting human rights is a fundamental part of Redexis Group's responsibility and activity. Redexis Group is committed to respecting fundamental human rights in our operations, our value chain, and in the communities where we operate.

1. PURPOSE

By approving this Human Rights Policy, the Redexis Group seeks to ensure that Human Rights protection is respected at all our activities and operations, to avoid complicity in human rights abuses, and to use our influence to promote the fulfilment of human rights within our stakeholders.

2. SCOPE OF APPLICATION

Redexis Group Human Rights Policy is based on the UN Guiding Principles on Business and Human Rights and the recognition that companies have a responsibility to respect Human Rights. The Policy support and is also committed with the following Human Rights regulation:

- The United Nations Universal Declaration of Human Rights
- The United Nations Global Compact
- The United Nations International Covenant on Economic, Social, and Cultural Rights
- The United Nations International Covenant on Civil and Political Rights
- The Guidelines of the Organisation for Cooperation and Economic Development for Multinational Companies
- The fundamental rights in the eight core conventions of the International Labour Organisation as highlighted in the Declaration on Fundamental Principles and Rights at Work
- The United Nations Convention on the Rights of the Child
- The United Nations Convention on the Rights of Persons with Disabilities
- The United Nations Convention on the Elimination of Discrimination against Women.
- The Global Network Initiative's Principles on Freedom of Expression and Privacy ("the GNI Principles")
- The 2030 Agenda for Sustainable Development.

The Policy applies to all entities, employees and representatives within the Redexis Group.

3. IMPLEMENTATION AND TRANSPARENCY

Our commitment to operating with respect for human rights is reflected in business operations and is integrated in the Company policies and relevant procedures, as well as in our relationships with stakeholders. We also promote human rights respect within our employees, suppliers and customers, also aiming to deliver a positive impact and sustainable growth to the societies in which we operate.

In order to integrate human rights considerations into the management of our business, human rights due diligence is part of our risk assessment.

Our performance is communicated and reported transparently in our annual report and annual sustainability report..



4. HUMAN RIGHTS COMMITMENT

In implementing this policy, we focus our efforts on issues and stakeholders in which we have greater degrees of control and influence, as outlined below.

4.1. Employees

Redexis Group seeks to respect the human rights of all employees within the Redexis Group as well as complying with all national laws. Our commitment is manifested in the Code of Conduct of the Company as well as other policies and internal procedures.

Redexis Group promotes talent, equal opportunities and value creation, and prevents any eventual discriminatory treatment of employees, without prejudices associated to race, nationality, ethnic origin, religion, gender, sexual orientation and gender identity, marital status, age, disability, or family responsibilities.

Redexis Group promotes equal salaries among similar positions in similar contexts and rejects all forms of harassment, threat, or intimidation -either verbal, physical, sexual, or psychological- in the workplace.

The Redexis Group provides a safe and healthy workplace at all our facilities through the adoption of occupational health and safety procedures and regulations.

The Redexis Group also provides mechanisms for reconciling personal and professional lives and the right to rest.

The Redexis Group promotes the communication and reinforcement of a culture of security, developing awareness of the risk, and encouraging responsible behaviour by its workers through information and training sessions, among other activities.

The Redexis Group guarantees freedom of association, right union freedom, and the right to collective bargaining, regardless of the area where we develop our operations.

4.2. Suppliers and Contractors

Redexis Group works with suppliers and business partners to ensure that human rights are respected in the supply chain, based on our business relationships, leverage and operational context. Our engagement is manifested through the Code of Conduct for Redexis Suppliers and managed through applicable follow-up procedures. Where appropriate, Redexis Group also aims to use its influence to support the advancement of human rights in the communities where we operate.

The Redexis Group rejects any form of forced labour, slavery, or human trafficking within our operations or supply chains.

4.3. Customers and clients

Redexis Group seeks to respect the human rights of our customers in all communities where we operate. Our main focus areas include respecting the privacy of our customers e.g. by safe storing of any personal data, as described in our Data protection Privacy Policies; and ensuring that no customers are discriminated against.

Redexis Group prevents the discriminatory treatment in relation to customers and clients, without prejudices associated to race, nationality, ethnic origin, religion, gender, sexual orientation and gender identity, marital status, age, disability, or family responsibilities.

The Redexis Group respects the rights of children in all operations and activities.



4.4. Commitment to Society

Redexis Group is committed to delivering a positive impact and sustainable growth to the societies in which we operate:

- We are committed to act with legal compliance with all national and internal regulations, codes and policies that the Group adheres to.
- We act with honesty and integrity. We fight corruption in its different forms through the implementation of a control environment consisting of elements such as internal regulations and procedures regarding anti-corruption, and the continuous training of our employees.
- We are committed to the protection of the environment and to promote a healthy environment for people.
- We respect the economic, social, and cultural rights of those communities in which we develop our activity with the goal of maintaining collaborative relationships within the framework of trust.
- We are committed to actively listen to our stakeholders in order to understand their expectations and be able to achieve an effective contribution for the communities where we operate.

5. MONITORING

All Redexis employees and officers shall respect and apply this Policy at all procedures and operations.

The Corporate Governance Officer and the Sustainability Direction are the responsible for the management of the due diligence process in matters of human rights, with the participation of the relevant areas of the Group.

Observance and compliance of these regulations by the different areas of the Company will be subject to review and oversight by the Internal Audit area, which is empowered to carry out supervision or control activities, whenever it considers it convenient.

The Audit and Risk Committee will be periodically informed on the implementation and performance by the Company of the Human Rights Policy in order to monitor the effectiveness and sufficiency of the Policy and review the Group's ability to manage Human Rights protection.

To ensure remediation of potential irregular acts, including Human Rights abuses, Redexis has implemented both internal and external whistleblower channels. Therefore, any employee or stakeholder with might be eventually concerned regarding the human rights impacts of Redexis Group's activities may raise the concerns, even anonymously, through the whistleblower channels.

All communications that are received through this channel are dealt with in accordance with our principles of confidentiality, respect, justification, privacy, and security, as set out in the Regulation about the Communication of alleged irregular facts.

This corporate policy will be periodically reviewed taking into account the organisational, legal, or business changes that may occur at any time, for the purpose of maintaining its pertinence, sufficiency, and effectiveness.



6. COMMUNICATION AND DISTRIBUTION

This Policy will be communicated and distributed to all Redexis Group employees and officers.

This Policy has been approved by the Board of Directors on 17th December 2020.