



Human Rights Policy

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1. Introduction

The Human Rights Policy of SEMPSA JP, SA formalizes, in a manner consistent with the Code of Conduct and with the ten principles of the United Nations Global Compact (www.pactomundial.org), their commitment in this matter.

In defining its policy, SEMPSA JP, SA part of the International Bill of Human Rights and is also based on:

- ✓ The Declaration of the International Labor Organization on fundamental principles and rights at work.
- ✓ The Guiding Principles of the United Nations.

2. Objectives and scope

SEMPSAJP, SA understands that companies and organizations in both the public and private sectors must commit to respect human rights, and therefore, undertakes to respect them in all their activities and apply them not only to the people employed in the Group. but also to customers and suppliers.

The objective of this policy is to minimize the risk of infringing human rights, through the establishment of principles and guidelines. Consequently, the actions of SEMPSAJP, SA must include:

- ✓ The establishment of **commitments**.
- ✓ The assignment of **responsibilities**.
- ✓ The **correction** of errors and bad practices.
- ✓ The **training** in the matter.

The Human Rights Policy of SEMPSAJP, SA is applicable to all activities carried out in the company.

3. Commitments

SEMPSAJP, SA carries out all its activities in accordance with respect for human rights and undertakes to:

- ✓ **Avoid discriminatory practices.**

SEMPSAJP, SA is committed to ensuring a work environment free from discrimination based on sex, race, ethnic origin, religion, age, disability, political or union affiliation, sexual orientation, nationality, marital status or socioeconomic status.

- ✓ **Reject the use of forced and child labor.**

SEMPSAJP, SA undertakes to ensure that in none of its activities there are cases of forced labor or child labor exploitation. In this sense, SEMPSAJP, SA will ensure that its hiring policies stipulate prevention and control measures for the minimum age to work in accordance with the standards of the International Labor Organization, or the applicable legislation when this is more restrictive.

- ✓ **Offer a decent job.**
SEMPAJP, SA is committed to remunerating its employees in a dignified manner, in accordance with their skills and knowledge. Likewise, SEMPSAJP, SA is committed to compliance with labor legislation in all places where it operates, to guarantee the right of its employees to rest regardless of the current legal framework, and, as far as possible, to establish measures aimed at the flexibility of schedules.
- ✓ **Protect people's health.**
SEMPAJP, SA is committed to offering its employees a safe and healthy work environment, scrupulously complying with the applicable legal requirements regarding occupational health and prevention of occupational risks.
- ✓ **Facilitate collective bargaining and freedom of association.**
SEMPAJP, SA respects the right of its employees to freedom of union association and collective bargaining. The Group will facilitate that its employees can meet and freely discuss relevant issues related to their employment.
- ✓ **Promote a culture of respect for human rights and the sensitization of SEMPSAJP, SA professionals in this matter.** In particular, in those places where compliance with these rights is at greatest risk.
- ✓ **Encourage commitment to human rights throughout the value chain.**
SEMPAJP, SA will disseminate its commitment to human rights throughout its entire value chain. Likewise, SEMPSAJP, SA undertakes to disseminate this policy to suppliers, contractors, collaborating companies and clients, promoting and encouraging the various components of the value chain to develop their own policy in this regard, and that if they do not have it, they subscribe that of SEMPSAJP, SA.
- ✓ **Contribute to the fight against corruption and protect privacy.**
SEMPAJP, SA condemns corruption in all its forms and has procedures and tools to prevent its activities, directly or indirectly, from inciting or encouraging corruption, in accordance with the provisions of its Code of Conduct and its Anti-Corruption Policy. Likewise, SEMPSAJP, SA will guarantee the right of all people who are related to the Group to the privacy of their personal data.

4. Compliance with this policy and its commitments

SEMPAJP, SA will publish this policy so that its content is known and its compliance can be evaluated by the different stakeholders.

SEMPAJP, SA expects all employees to have a high level of commitment to comply with this policy. Any non-compliance may give rise, where appropriate, to the corresponding disciplinary measures.

Thus, SEMPSAJP, SA will include respect for human rights in the assessment of investment projects and in the analysis of social and environmental impact, as well as in the due diligence processes, prior to the formalization of collaboration agreements, where evaluate the human rights policies and practices of their counterparts.

5 Monitoring and review

The content of this policy will be reviewed with the periodicity determined by the management, to ensure that SEMPSAJP, SA complies with the best practices in this matter.

Issued and reviewed: Certification Coordinator, Technical Director and General Director	Approved: D. General	Date: November 2019
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