

The Segura Group is committed to promoting and encouraging respect for Human Rights among its suppliers and subcontractors, with compliance with the highest standards of ethics, integrity, good governance and quality in the development of its activities throughout its supply chain. This Sustainability Commitment establishes a minimum agreement of mandatory compliance for suppliers and subcontractors of the Segura Group.

The supplier or subcontractor shall promote and respect, inter alia, the following principles:

Ethics and integrity

1. Integrity. Compliance with the law. Free competition. Corruption. Conflict of interest.

The supplier shall operate in an ethical manner, promoting honesty, equality and integrity.

All laws and regulations applicable to the country where the activities are carried out, and any other laws and regulations that may be applicable due to their objective or subjective nature, shall be complied with.

There shall be no unethical practices or conduct that, while not violating national law, may damage the reputation of the organisation and have a negative impact, either directly or indirectly.

Not engage in acts, actions, practices or conduct that compromise or jeopardise the company's values.

The supplier must implement rules, enforce compliance and establish mechanisms to avoid and prevent any form of corruption, extortion, embezzlement, bribery (gifts and entertainment, sponsorship, donations), influence peddling, conflict of interest and fraud both within its structure and its area of influence.

The supplier is responsible for knowing and complying with applicable export/import laws, regulations and restrictions. Under no circumstances shall the supplier deal with sanctioned countries.

2. Fair trade

The supplier must maintain fair business, advertising and competition standards, abiding by antitrust and other competition-related laws.

3. Confidential information

Confidential information provided by Grupo Segura and its business partners must be protected and used appropriately, ensuring the privacy of the personal information of everyone with whom they do business, including their suppliers, customers, consumers and employees.

4. Intellectual property

Intellectual property rights shall be respected. The transfer of knowledge and technology shall be carried out in such a way as to protect intellectual property rights.

Human rights

1. *Respect for human rights*

The supplier shall take the appropriate measures to guarantee absolute respect for Human Rights within its organisation, as set out in the Universal Declaration of Human Rights, avoiding any type of violation of these rights both in its organisation and in its area of influence.

2. *Fair treatment*

No person, whether inside or outside the project, shall be subjected to any intimidating action, whether physical, verbal or in any other form that could be qualified as *harassment or abuse*.

3. *Respecting local communities*

We demand full respect in our supply chain for local communities and their right to water, land and always avoid any forced evictions. We will never misuse security forces to protect the business project if this involves human rights violations.

Work placements

The supplier shall respect in all its workplaces the Fundamental Rights set out in the International Labour Organisation's Conventions and Recommendations (ILO's Conventions and Recommendations).

1. *Child labour*

The supplier shall not use child labour in its business activities, respecting the minimum age for recruitment as set out in the International Labour Organisation (ILO) guidelines and shall have adequate and reliable mechanisms in place for the verification of the age of its employees.

2. *Forced and compulsory labour*

The supplier shall not use forced or compulsory labour. Its workers shall have a regular employment status according to the legislation in force in the country and shall be free to leave employment once they have provided sufficient notice.

3. *Wages and working time*

Wages and working hours shall comply with applicable laws, rules and regulations of the country concerned, including minimum wages, overtime and maximum working hours.

4. *Freedom of association*

Suppliers must guarantee their workers the rights of freedom of association, affiliation and collective bargaining, without any reprisals arising from the exercise of these rights. They must also establish an open and collaborative dialogue with trade union activities.

5. *Discrimination*

The supplier shall ensure equal opportunity and non-discrimination by rejecting any discriminatory practices in employment and occupation on the basis of race, colour, sex, religion, disability, sexual orientation, political opinion, trade union membership, national extraction or social origin.

Health and safety

1. The supplier shall provide a safe and healthy working environment for its employees, taking into account compliance with applicable local, national and international regulations. All employees shall be provided with good occupational health and safety conditions.
2. The protection of workers must be ensured by ensuring that business activities do not put company employees at risk by assessing the risks of the activity.
3. Appropriate measures shall be taken to prevent injuries and accidents caused by, related to or occurring in the course of work by minimising the causes of hazards inherent in the work practice and environment.
4. Workers shall receive appropriate and sufficient health and safety training so that they can understand the hazards associated with the activity and the working environment and the practices necessary to minimise the risks.
5. All products and services shall be supplied in such a way as to meet the quality and safety criteria specified in the contract.

Responsible sourcing of materials

1. The supplier must comply with laws regarding the responsible sourcing of minerals and must exercise due diligence required by law on the source and custody of conflict materials.

Environment

1. The supplier shall carry out its activities respecting the environment and complying with the applicable legislation and regulations in this area. The Segura Group reserves the right to require ISO14001 certification or equivalent if deemed appropriate.
2. The supplier should aim at a decarbonisation process:
 - a. shall measure and monitor greenhouse gas emissions from its activities,
 - b. will strive to reduce these emissions through efficient energy use
 - c. use climate-neutral energy (both electricity and fuels) until it is possible to procure renewable solutions at its facilities
 - d. and ask for it in their supply chain.
3. It will take a pro-environmental, preventive approach and ensure that its environmental impact is minimised and promote improvement and efficiency actions in terms of emissions, water consumption, waste generation and management, energy consumption, use of raw materials and other resources.

4. Prevent air, water and soil pollution through continuous monitoring and reduction of the use of pollutants, including noise pollution from its activities. It shall notify and take immediate action if it becomes aware that any of its actions or those of its suppliers affect biodiversity, land use, may cause deforestation, may generate noise to the environment or alter animal welfare.
5. It shall use appropriate waste disposal, recycling and waste management systems, and shall seek to reduce water consumption as well as the amount of final waste through the effective use of resources.
6. They shall report potentially polluting or hazardous chemicals they use and shall manage them appropriately. You shall not include illegal chemicals in your products or use them in your manufacturing processes.

This code is a minimum agreement that does not exempt the supplier from additional obligations established by law.

The company shall ensure continued compliance with the principles described above and may monitor compliance by conducting audits and verifications as it deems appropriate.

The Segura Group has a whistle-blowing channel so that both suppliers and their respective workers can report conduct that implies any type of non-compliance with this commitment.

Violation of this commitment may result in the termination of the contractual relationship with Grupo Segura, regardless of any other legal consequences that their behaviour may have according to current legislation

In turn, the supplier undertakes to obtain from its own suppliers a similar commitment to the one it gives to the Segura Group by accepting this document.

We agree and accept the content of this commitment.

Name and signature:

Position:

Date: