

# Human Rights Policy



**DOCUMENT PROPERTIES**

<b>Document title:</b>	Human Rights Policy		
<b>Summary:</b>	The Human Rights Policy reflects the Uquifa Group's commitment to respect all internationally recognised human rights and establishes the values and principles that guide our business activity in all our areas of activity. At the same time, this policy formalises and sets out the company's position in relation to human rights.		
<b>Applicable to:</b>	Uquifa Group		
<b>Version:</b>	1.0	<b>Nº Pages</b>	11

**PARTICIPANTS IN THE LATEST VERSION OF THE DOCUMENT**

		<b>Date</b>
<b>Issued by:</b>	Group Ethics, Compliance & Integrity Officer	20/03/2023
<b>Approved by:</b>	Group Managing Director – Saurabh Gurnurkar	31/03/2023

**VERSION HISTORY**

<b>Version</b>	<b>Responsible</b>	<b>Details</b>
1.0	Ethics, Compliance & Integrity Officer	Original version

## Respect for Human Rights

The Uquifa Group considers respect for human rights as a fundamental value applicable to all companies regardless of the country in which they operate and the willingness of States to comply with human rights obligations.



At the Uquifa Group we strive to respect and promote human rights in accordance with the United Nations Guiding Principles on Business and Human Rights in our relations with our employees, suppliers and stakeholders.

Respect for human rights is reflected in our Code of Ethics and Conduct applicable to our employees and in the Third-Parties Code of Conduct applicable to third parties with whom we interact and work.

Our objective is to help increase the application of human rights within the communities in which we operate, and evidence of this commitment is our adherence to the United Nations Global Compact in 2022. We also report annually on our compliance and respect for human rights in our Annual Report.

The formalisation of this Policy This Policy is guided by the international human rights principles contained in the Universal Declaration of Human Rights, including those contained in the International Bill of Rights and the International Labour Organisation's 1998 Declaration on Fundamental Principles and Rights at Work.

This Policy is a further step in our commitment and sets out the principles that guide our business activity in all areas of activity and in our relationship with our stakeholders.

The Policy applies to all the companies that make up the Uquifa Group and stakeholders, both internal and external, are also expected to uphold these principles and are encouraged to adopt similar policies within their own businesses. We also use due diligence as a means of identifying and preventing human rights risks to those in our business and value chain.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Saurabh Gurnurkar', written over a light blue horizontal line.

**Saurabh Gurnurkar**  
Managing Director

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## 1. OBJECTIVE

The Uquifa Group, and especially its Board of Directors, is fully committed to respecting all internationally recognised human rights and sets out the values and principles that guide our business activity in all our areas of operation. At the same time, this policy formalises and embodies the company's position on human rights.

The Human Rights Policy reflects the Uquifa Group's commitment.

The company also promotes respect for human rights in all its business relationships, paying particular attention to conflict and high-risk situations.

## 2. SCOPE

This document constitutes the Human Rights Policy (hereinafter, the "Policy") of the Uquifa Group comprising the companies Uquifa Sciences S.L.U. (as parent company), Unión Químico Farmacéutica S.A.U., Soneas Chemicals Ltd., Uquifa México S.A. de C.V. and Uquifa India Private Ltd (as subsidiaries), (hereinafter, "**Uquifa Group**" or "**Group**").

This Policy is binding for all members of the administrative bodies, directors, officers, managers, employees, temporary staff, representatives, consultants, contractors, third parties such as customers, business partners or suppliers of the Uquifa Group (hereinafter referred to as "Affected Persons").

### **Uquifa Group commitments to human rights**

#### **With our employees:**

- Respect the human rights of employees.
- Promote specific training and implement tools to ensure respect for human rights.
- Carry out the necessary actions to make employees aware of the risks of impact on human rights that may arise from their activity.
- Ensure access to human rights communication and whistleblowing channels.
- Guide employees in the strict respect of human rights.

#### **With our clients:**

- Respect the human rights of clients, committing ourselves to provide products and services that are safe for and respect human rights.
- Reject any type of discrimination against clients and users. Respect at all times the right to privacy, protecting and making correct use of personal data entrusted by customers and users.

**With our Business Partners:**

- Prevent or mitigate adverse human rights impacts directly related to operations, products or services provided by business relationships. For these purposes, business relationships include relationships with partners, suppliers, contractors, commercial distributors, as well as any other entity related to operations, products or services.
- We expect our business relationships to respect internationally recognised human rights in the conduct of business.

**With our suppliers:**

- Understand that the values contained in this Policy must also be achieved by our suppliers and their employees. Such suppliers must ensure that their procedures and practices respect human rights.
- Maintain appropriate procedures for evaluating and selecting suppliers and contractors and we are committed to working with them to implement human rights.
- In the negotiation process with suppliers, we value their compliance with the Ten Principles of the United Nations Global Compact and the Guiding Principles on Business and Human Rights.
- To publicly disseminate our Human Rights Policy so that its suppliers are aware of it.
- To incentivise the relationship with suppliers that demonstrate their commitment to human rights by having their own policy or by subscribing to the Ten Principles of the United Nations Global Compact.

**3. INTERNACIONAL REFERENCE**

The following international treaties have been considered in the development of this Policy:

- The United Nations International Bill of Human Rights, which includes:
  - a) The Universal Declaration of Human Rights.
  - b) The International Covenant on Civil and Political Rights.
  - c) The International Covenant on Economic, Social and Cultural Rights.
- The International Labour Organisation's fundamental Conventions Nos. 29, 87, 98, 100, 105, 111, 138 and 182, as well as the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work.

The following international standards and initiatives have also been considered:

1. The Ten Principles of the United Nations Global Compact.
2. The UN Guiding Principles on Business and Human Rights.

Internally, the following regulations have been taken into consideration:

- Mission and values of the Uquifa Group.
- Code of Ethics and Conduct of the Uquifa Group.
- Third-Parties Code of Conduct.
- Sustainability Policy.
- Anti-bribery, anti-corruption, and conflicts of interest Policy.

## 4. UQUIFA GROUP'S PRINCIPLES FOR ACTION

### 4.1 LABOUR RIGHTS

- **Rejection of forced or compulsory labour**

The Uquifa Group rejects any form of forced or compulsory labour, as defined in Convention 29 of the International Labour Organisation.

- **Rejection of child labour**

The Uquifa Group respects the rights of children and rejects child labour, respecting the provisions of ILO Convention 138 or the minimum age of the legal framework of the country concerned.

- **Rejection of discrimination and commitment to diversity**

The Uquifa Group rejects any form of discrimination, respecting the diversity of its employees and providing equal opportunities in access to work and professional promotion, ensuring the absence of discrimination on grounds of sex, ethnic origin, religion, creed, age, disability, political affinity, sexual orientation, nationality, citizenship, marital status or socio-economic status.

The Uquifa Group undertakes to guarantee its employees a working environment free of any form of harassment, intimidation, or violence in any of its manifestations.

- **Respect for freedom of association and collective bargaining**

The Uquifa Group recognises the right of its employees to form, participate in or join trade unions or organisations for the defence and promotion of their interests, regardless of the area in which they operate. It also guarantees respect for freedom of opinion among its employees and the protection of workers' representatives.

The Uquifa Group guarantees the internationally recognised right to collective bargaining as a priority instrument for determining contractual conditions among its employees.

- **Protecting the health and safety of employees**

The Uquifa Group guarantees a safe and healthy working environment for its employees through the adoption of procedures and standards for occupational health and safety and occupational risk prevention, in compliance with the requirements established in the national legislation of the countries in which it operates.

- **Fair, equitable and favourable working conditions**

The Uquifa Group is committed to treating its employees fairly and equitably, with dignity and respect, and to paying its employees in accordance with applicable legal frameworks, including minimum wages, overtime and social benefits. The objective of the level of compensation and benefits is to provide an adequate standard of living for employees and their families.

The Uquifa Group respects the right to rest and leisure, including paid holidays and the right to family life. It also encourages flexible working hours, where possible, to allow employees to take advantage of opportunities to balance their employment with their personal or family life.

## 4.2 HUMAN RIGHTS

### • **Respect for the rights of minorities and communities**

The Uquifa Group is committed to respecting the rights of local communities and the rights of indigenous peoples in the areas where it operates, while respecting local laws, culture, and customs.

Where projects are developed that directly or indirectly affect local communities, human rights impact studies will be carried out and the impact on them will be minimised, committing to an open dialogue with stakeholders and paying particular attention to the most vulnerable groups.

### • **The right to personal security**

The Uquifa Group is committed to respecting the Voluntary Principles on Security and Human Rights, guaranteeing that the public and private security forces with which it interacts act in accordance with national legislation and respect human rights, ensuring the safety of the people who interact with the company.

### • **Right to privacy**

The Uquifa Group respects the right to privacy and intimacy of all persons with whom it interacts and will make appropriate use of personal data and information collected in all countries in which it operates, with particular care in relation to customer and user data.

### • **Right to health**

The Uquifa Group undertakes to take all necessary actions to ensure that its products and services do not compromise the safety, health and physical integrity of its customers and users.

The Uquifa Group also recognises the right of people to enjoy a clean and healthy environment, minimising environmental impact as much as possible to preserve the health of the population.

### • **Right to freedom of opinion, information, and expression**

The Uquifa Group undertakes to respect and promote, within its scope of action, the right to freedom of opinion, information, and expression, respecting the diversity of opinions within the company and encouraging reciprocal communication with its stakeholders.

### • **Right to education**

The Uquifa Group is committed to eradicating child labour in all its activities and business relationships and to promoting children's right to education, in accordance with the UNICEF Children's Rights and Business Principles.



- **Right to water**

The Uquifa Group is committed to respecting the right to water and sanitation, minimising the impact of its activities wherever it operates and promoting sustainable water use, especially in projects in local communities.

- **Contributing to the fight against corruption**

The Uquifa Group is committed to working against corruption in all its forms, both direct and indirect, including extortion and bribery, in accordance with Principle Ten of the United Nations Global Compact.

- **Support, promotion, and dissemination of human rights**

The Uquifa Group is committed to supporting and respecting the protection of internationally recognised human rights within its sphere of influence and is committed to complying with regulations and implementing good human rights practices.

## 5. DUE DILIGENCE








The Uquifa Group is committed to ensuring the effective implementation of this Human Rights Policy. As a complement to this policy to identify, prevent, mitigate and account for these impacts on our activities.

## 6. COMMUNICATION

In coordination and collaboration with the Human Resources Department and the Compliance Department, dissemination and awareness-raising actions will be promoted to encourage responsible behaviour on the part of all members of the company and to integrate a human rights culture in the Group. At the same time, training courses on Human Rights will be held for all employees and relevant suppliers, so that they understand the content of the policy and can implement it in their activities. Furthermore, the Policy, in its most updated version, will be made available on the company's corporate website and intranet, or existing media depending on the country.

Any person, external person or employee who becomes aware of a possible breach of this Policy may report it through the Ethics Channel, by post, by telephone or even, if requested, in person, following the procedure established in the Group's Ethics Channel Management Procedure available on the Employee Portal and corporate website.

The communications and/or complaints submitted shall be handled confidentially and the identity of the sender shall be always preserved.

<p style="text-align: center;"><b>SPAIN, INDIA</b></p> <p><b>(and any country without a specific channel)</b></p> <p> <a href="mailto:ccompliance@uquifa.com">ccompliance@uquifa.com</a></p> <p> C/Mallorca 262 3rd floor, Barcelona 08008 at the attention to the Ethics, Compliance &amp; Integrity Officer.</p>	<p style="text-align: center;"><b>MEXICO</b></p> <p> <a href="mailto:eticaycumplimiento@uquifa.com.mx">eticaycumplimiento@uquifa.com.mx</a></p> <p> 777 3295011</p> <p> C/ 37 Este, 126, 62578 Jiutepec, México at the attention to Local Compliance Delegated.</p>
	<p style="text-align: center;"><b>HUNGARY</b></p> <p> <a href="mailto:etikusviselkedes@soneas.com">etikusviselkedes@soneas.com</a></p> <p> Illatos ut 33H-1097 Budapest, Hungary at the attention to Local Compliance Delegated.</p>

## 7. VALIDITY AND REVISION

The Human Rights Policy comes into force when it is approved by the Group Managing Director of the Uquifa Group. Each version of the Policy shall remain in force until it is repealed by a later version.

To ensure the effectiveness of this Policy, it shall be reviewed and updated periodically, at least every 2 years to adapt it to any changes that may arise in the business model or in the context in which the company operates, always ensuring its effective implementation.

All material changes made to it must be submitted to the Group Managing Director for approval, except for those of a minor nature or of mere development, which do not entail a substantial change in the Group's values and principles, as well as in its commitments regarding Compliance.

**Approved by the Group Managing Director, dated 31<sup>st</sup> March 2023**



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Chemistry for a better life