

## HUMAN RIGHTS POLICY

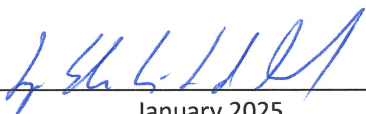
The Sovena Group is committed to promoting and protecting Human Rights across all its operations and commercial partnerships. This Policy establishes the principles that guide our practices and expectations in this regard and applies to all employees, suppliers, partners and other stakeholders throughout the value chain.

To achieve the outlined objectives, we have defined the following commitments:

- **Respect for Human Rights** – We are committed to respecting Human Rights, in line with the provisions of the Universal Declaration of Human Rights, the ISO 26000 Standard, the UN Global Compact Principles and the Fundamental Conventions of the International Labor Organization.
- **Responsible Work Environment** – We promote a workplace that fosters well-being, health and safety. We ensure the working environment is free from discrimination, harassment and/or any form of abuse. We respect the privacy of our employees and guarantee decent working conditions, including fair and equitable pay, working hours within the legal limits and the right to rest and leisure. We also support work-life balance for our employees.
- **Prohibition of Child Labor, Forced Labor and Human Trafficking** – We strictly prohibit human trafficking, all forms of forced labor, including slavery and the exploitation of migrant labor, and child labor across all our operations, taking every necessary step to ensure compliance with these standards.
- **Freedom of Association and Right to Collective Bargaining** – We respect the right of employees to freely associate, form trade unions, engage in collective bargaining, and undertake legitimate actions, including strikes, ensuring these rights can be exercised fully without fear of retaliation.
- **Equality and Non-Discrimination** – We are committed to promoting diversity and inclusion in all our operations. We do not tolerate any form of discrimination, particularly based on ethnic origin or race, nationality, language, social or economic status, political or ideological beliefs, age, gender identity, religion, disability, chronic illness, marital status, sexual orientation, or any other personal characteristic.
- **Respect for Communities and the Environment** – We respect the communities and environments in all the regions where we operate, striving to minimize the negative impact of our activities while contributing to sustainable development.
- **Whistleblowing Mechanisms** – We provide internal and external whistleblowing channels that ensure security and confidentiality, allowing anyone to report incidents. All complaints are rigorously investigated, and appropriate actions are taken when necessary.
- **Control Mechanisms** – We implement evaluation mechanisms to assess human rights risks within our activities and across our value chain.
- **Training and awareness-raising** – We are committed to raising awareness of the importance of respecting human rights among our employees and stakeholders.

The Board of Directors and all Sovena Group stakeholders are aligned with the established objectives. We recognize our role in promoting human rights and are committed to fostering their respect across the value chain, striving for continuous improvement.

By the Board of Directors



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January 2025