

# Human Rights Commitment

## Purpose

Lantania issues this important and public statement to express its commitment to human rights as recognized by national and international law, as well as by relevant benchmark standards. The organization defines nine guiding principles that underpin all its activities and provide the foundation for carrying out human rights due diligence. This commitment will be continuously updated to incorporate new human rights principles that may emerge in the future.

## Scope of application

This commitment is binding on all individuals working for companies within the Lantania Group, including members of governing and management bodies, in the execution of their duties and responsibilities. It also applies to companies in which Lantania holds a majority stake, regardless of their geographic location or area of activity. Furthermore, this commitment extends to temporary business associations or similar joint ventures where Lantania assumes management responsibilities.

## Principles of Respect for Human Rights:

Lantania's Commitment is grounded in the respect for and promotion of the principles set forth in the Universal Declaration of Human Rights, the ILO Tripartite Declaration of Principles, and the Ten Principles of the UN Global Compact.

### 🔥 **Fair treatment and Non-Discrimination**

Lantania promotes a culture of respect and ensures fair and dignified treatment for all individuals, including its employees, regardless of age, race, ethnicity, color, gender, disability, religion, political opinion, national origin, sexual orientation, marital status, social background, education, experience, or any other status. The company is committed to upholding equality, dignity, and respect for all workers, both men and women, and strictly prohibits and actively prevents any form of harassment, discrimination, abuse, or inhumane or degrading treatment.

### 🔥 **Free labor**

Lantania recognizes and respects the right to work and the free choice of employment. The company rejects the use of forced or compulsory labor in all its forms, as defined by ILO Convention No. 29, and prohibits all forms of coercion, physical, psychological, moral, or sexual harassment, abuse of authority, human trafficking, modern slavery, and child labor. The company also guarantees the freedom of movement of its workers and does not impose debt, fees, or withhold identity documents to retain individuals against their will during the employment relationship.

### 🔥 **Child labor**

At Lantania, we are committed to respecting children's rights and strictly prohibit the use of child labor in any of our operations. We will only employ individuals who are of legal working age.

### 🔥 **Freedom of Association and the Right to Collective Bargaining**

At Lantania, we value and uphold the freedom of association, the right to union membership, and the effective right to collective bargaining. Every employee has the right to associate with and participate in organizations that represent and promote their interests. We respect the right to representation through workers' organizations, whether through trade unions or other forms of representation chosen in accordance with the laws and practices of the countries in which we operate. We do not interfere with workers' choices and ensure protection against any discriminatory actions that may undermine freedom of association. Furthermore, Lantania supports the right to collective bargaining to define working conditions and to regulate the relationship between the company and trade unions.

### 🔥 **Occupational Health and Safety**

Lantania promotes work environments that are safe, healthy, and respectful, supported by a robust integrated management system that complies with all relevant laws and regulations and aligns with the highest international standards and industry best practices. The company emphasizes the importance of occupational risk prevention

and fosters a culture of prevention as a key and essential requirement to ensure the safety and health of its workforce.

#### 🔥 **Equal Pay**

Lantania is committed to providing fair compensation with the goal of offering decent employment that enables workers and their families to meet their basic needs. The company guarantees that the minimum remuneration for any job shall not fall below a living minimum wage, and it promotes equal pay without gender-based discrimination for work of equal value. Employment terms and compensation are clearly defined and provided in a written contract in a language the employee can understand. In addition, employment conditions are governed by the International Labour Organization (ILO) Conventions and are complied with in accordance with applicable legislation. In countries that are not ILO members, the company commits to applying the same standards and conditions.

#### 🔥 **Right to Reasonable Working Hours and Weekly Rest**

Lantania is committed to setting working hours in accordance with national legislation and agreements. Furthermore, all workers must be entitled to a minimum of one day of weekly rest, or its equivalent in the case of non-standard work schedules, in accordance with the applicable laws of each country.

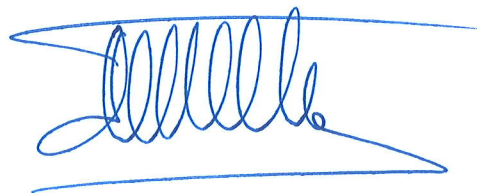
#### 🔥 **Right to Privacy**

At Lantania, the right to privacy and confidentiality of all individuals it interacts with is respected. The company is committed to handling all personal information and data in compliance with the relevant national and European data protection laws. In addition, all institutional and commercial communications from the company are non-discriminatory and respectful of different cultures, with particular care taken to avoid negatively impacting vulnerable groups, such as children.

#### 🔥 **Rights of Migrant Workers and Members of Their Families**

Lantania is committed to ensuring that migrant and displaced workers are protected and provided with conditions that comply with applicable national laws. If Lantania engages agencies to deploy workers to other countries, those agencies will be required to repatriate the workers upon the conclusion of their employment contracts.

Lantania is committed to respecting human rights in all its activities and operations. We will make every effort to ensure that our actions do not have a negative impact on human rights and we will act appropriately to prevent and remedy any adverse impacts that may arise.



**Federico Ávila Álvarez**  
Presidente - CEO

