



HUMAN RIGHTS AND LABOR RELATIONS POLICY

RAMON CLEMENTE S.A.

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01. OBJECT

RAMON CLEMENTE S.A. reaffirms its commitment to safeguarding the universal human rights recognized in national and international legislation, respecting and contributing to the effective implementation of:

- The International Human Rights Charter of the United Nations.
- The Ten Principles and the Sustainable Development Goals of the 2030 Agenda established in the United Nations Global Compact.
- The United Nations Guiding Principles on Business and Human Rights.

In this regard, this Human Rights Policy aims to establish the basic principles of action and the commitments of RAMON CLEMENTE S.A. in this area.

02. SCOPE

This policy applies to all workers involved, either directly or indirectly, in the activities and processes of RAMON CLEMENTE S.A.

03. APPLICABILITY TO THIRD PARTIES

RAMON CLEMENTE S.A. understands the values contained in this policy as the basic principles that should both inspire and govern the actions of any company engaged in economic activity, recognizing its responsibility to ensure that all areas of its operations act in an ethical and responsible manner.

In line with its Ethical Code of Conduct and its Supplier Ethical Code, RAMON CLEMENTE S.A. will require third parties with which it interacts to subscribe to this Human Rights Policy as a guarantee of respect for the most basic principles of human dignity.

04. PRINCIPLES OF ACTION

Respect for human rights is a fundamental pillar that should guide the actions of businesses. RAMON CLEMENTE S.A.'s commitment to decent working conditions, social dialogue, and the fight against modern slavery is outlined in this Human Rights and Labor Relations Policy.

Thus, to maintain the link between social progress and economic growth, this Policy on Labor Conditions, Social Dialogue, and the Fight Against Modern Slavery establishes the following fundamental principles:

1. Ensure the fundamental freedoms and human rights of its employees.
2. Promote a culture of respect for human rights both inside and outside the workplace.
3. Ensure that suppliers and third parties comply with the same standards as RAMON CLEMENTE S.A.
4. Raise awareness among all employees on the subject.
5. Reaffirm RAMON CLEMENTE S.A.'s commitment to strict compliance with the law, considering the different economic and social conditions, diverse legislative frameworks, and various labour relations systems in each country.
6. Establish the principles and practices that, as a minimum, regarding working conditions and freedom of association, will be extended to all processes of RAMON CLEMENTE S.A. and its relationships with employees, suppliers, customers, and the social environments in which it participates.
7. Reject the conscious use of any form of human trafficking, modern slavery, and practices analogous to slavery, such as servitude, forced labour, and child labour.
8. Reflect the respect, dialogue, and collaboration that RAMON CLEMENTE S.A. maintains with the legitimate representatives of its workers to maintain spaces for effective communication and open dialogue.
9. Adhere to the guidelines of international instruments regulating these issues, such as the Conventions and Recommendations of the International Labour Organization (ILO) referenced in this policy and which cover, among other issues, topics considered as fundamental principles and rights at work: freedom of association, the right to collective bargaining, the elimination of all forms of forced or compulsory labour, the effective abolition of child labour, and the elimination of discrimination in employment and occupation.

Recognizing the importance for all workers to have decent, productive, and freely chosen employment, RAMON CLEMENTE S.A. maintains a strong commitment to equality of opportunity, fair treatment, and respect.

Based on this, the commitments outlined here are in line with the ILO Declaration on Fundamental Principles and Rights at Work.

All measures set out in this policy aim to ensure that none of our practices could lead to modern slavery practices in the different areas of labour relations with workers.



a. PROHIBITION OF FORCED OR COMPULSORY LABOR

RAMON CLEMENTE S.A. does not endorse any form of forced labour or coercion, including slavery, servitude, and human trafficking, in any part of our business or supply chain.

All employees of RAMON CLEMENTE S.A. work based on an employment relationship recognized by applicable law and aligned with this policy.

b. PROHIBITION OF CHILD LABOR EXPLOITATION

RAMON CLEMENTE S.A. commits to respecting children's rights in all its actions and expressly prohibits child labour exploitation.

RAMON CLEMENTE S.A. considers children and minors as a particularly vulnerable group and therefore pays special attention to safeguarding their integrity, opposing child labour, and rejecting child exploitation.

RAMON CLEMENTE S.A. does not hire anyone below the legal minimum age for employment and verifies the age of workers through an official or equivalent document certifying the person's age before hiring.

Workers under the age of 18 cannot work at night or perform dangerous work.

In this regard, RAMON CLEMENTE S.A. will refuse to cooperate with third parties known to hire and/or work with child labour.

c. SAFETY AND HEALTH

RAMON CLEMENTE S.A. commits to safeguarding the health and well-being of all its employees. Workspaces must be dignified, safe, and healthy, subject to a solid management system through the adoption of procedures and regulations regarding occupational health and risk prevention in compliance with the legal requirements established by local regulations.

Procedures and ongoing training are in place to detect, avoid, and mitigate all potential health risks for workers.

When a risk is detected, it is managed through recurring risk assessments, which lead to the implementation of necessary preventive measures.

Workers receive continuous training on health and safety, with a record of training given to each worker.



d. FAIR AND SATISFACTORY REMUNERATION

- **Fair and dignified salary:** RAMON CLEMENTE S.A. reaffirms its commitment to providing all employees with fair and dignified remuneration, based on principles of equity, transparency, and respect for labour rights. It recognizes that fair compensation not only reflects the value of the work performed but is also fundamental to ensuring the well-being and quality of life of its workers.
- **Compliance:** RAMON CLEMENTE S.A.'s Total Compensation programs are established within the legal and social frameworks of each country and in compliance with applicable collective agreements.
- **Equity:** RAMON CLEMENTE S.A. ensures that employees are treated fairly and based on meritocracy, conducting objective performance evaluations to ensure fair, parameterized criteria for assessing competencies and performance.
- **Equality:** RAMON CLEMENTE S.A. ensures that remuneration is compliant with local laws and collective agreements, promoting the absence of discrimination in the remuneration process. It also works to combat the gender pay gap by promoting equal pay for equal work, as outlined in ILO Convention No. 100.
- **Competitiveness:** To attract and retain high-potential workers, RAMON CLEMENTE S.A. ensures competitive compensation schemes in line with market standards and cost of living.

e. WORKING TIME

- **Compliance:** RAMON CLEMENTE S.A.'s working hours comply with local laws and collective agreements, respecting legal maximums regarding work hours.
- **Rest:** Employees have the right to rest periods that do not harm their health and safety.
- **Overtime:** Overtime is voluntary and adheres to local regulations, ensuring compliance with required rest periods.

f. WORK-LIFE BALANCE

- **Flexibility:** RAMON CLEMENTE S.A. promotes work-life balance by providing flexible hours and remote work options when possible.

- **Family responsibilities:** RAMON CLEMENTE S.A. respects parental leave and ensures that workers with family responsibilities can balance work and family life, in line with ILO Conventions No. 156 and No. 183.

g. SOCIAL DIALOGUE

- **Freedom of association:** RAMON CLEMENTE S.A. recognizes employees' rights to join unions or other representative bodies.
- **Collective bargaining:** RAMON CLEMENTE S.A. is committed to engaging in good faith collective bargaining and ensuring fair and productive labour relations.

h. PROFESSIONAL DEVELOPMENT AND STABILITY

- **Professional development:** RAMON CLEMENTE S.A. supports continuous learning and internal promotions.
- **Job stability:** The company seeks flexibility during adversities and aims to avoid contract terminations.
- **Temporary contracts:** Temporary contracts will only be used for justifiable reasons in compliance with applicable laws.

i. RELATIONSHIP WITH SUPPLIERS

RAMON CLEMENTE S.A. commits to acting ethically in all business relations and to rejecting modern slavery and human trafficking throughout its business and supply chains.

05. COMMUNICATION OF POSSIBLE RISKS AND VIOLATIONS

RAMON CLEMENTE S.A. provides an internal communication system for reporting violations or suspected breaches of this policy through the Ethical Channel.

06. APPROVAL AND VALIDITY

This Human Rights and Labor Relations Policy was approved by management on November 29, 2024. It is effective upon publication and is available to all employees. The person °