

ALANI HIGIENE PROFESIONAL S. A's HUMAN RIGHTS POLICY

Purpose

Alaní has the purpose of contributing to the respect and enhancement of Human and Labor Rights through its business activity. In this commitment Alaní is guided by the definitions of Human Rights of the International Bill of Human Rights, the Eight Fundamental Conventions of the International Labor Organization (ILO), the United Nations Guiding Principles on Business and Human Rights. Notwithstanding, it will follow national laws when these are more stringent than the International Guides. In case of conflict between national laws and International guides, Alaní will aim for the highest level of alignment with International guides.

Commitment

In pursuing a contribution to respect and enhancement of Human and Labor Rights, Alaní commits to the eliminating the following violations of human and labor rights:

Child and forced labor

Alaní Higiene Profesional bans the use of child, and all forms of forced/compulsory labor within its facilities, its collaborators' facilities and its suppliers. Alaní commits to only initiate engagements through a defined hiring protocol.

Discrimination, Harassment & Abuse

Alaní Higiene Profesional is against discrimination, harassment and abuse from any parties.

Excessive Working Hours

Alaní Higiene Profesional does not include this practice within its workforce and has protocols to prevent it.

Freedom of Association & Living conditions

Alaní Higiene Profesional ensures freedom of association as per national law, and aims for its own staff and its staff from companies engaging with Alaní to have living conditions.

Health & Safety

Alaní Higiene Profesional manages and controls the operations in its facilities to ensure safety and health for its workforce, with protocols to prevent risks and maintain safe & good working conditions.

Expectations

Human and labor rights

Alaní Higiene Profesional expects from all companies with whom it wishes to collaborate that they are in full compliance with regulations, when they exist, or that they develop and implement internal policies to grant all fundamental rights and to enhance workers' satisfaction, in line with Alaní's own compliance with regulations.

Child and forced labor

Alaní expects for all its partners (manufacturers, suppliers, etc.) to ensure that children, although they may be allowed to work in some countries before they turn 16, are granted mandatory formal education in an adequate manner, and to be able to trace the validity of all contracts with their staff.

Discrimination, Harassment & Abuse

Companies collaborating with Alaní are expected to be transparent and to adopt a zero-tolerance policy.

Excessive Working Hours

Alaní expects from its value chain that any excess in working hours be first prevented, and when not possible, strongly justified and adequately rewarded, and to never exceed legal specifications.

Freedom of Association & Living conditions

Alaní expects its value chain to at a minimum comply with their national regulations and, when national regulations do not ensure freedom of association, to promote it following international guidelines and best practices.

A commitment from the value chain is necessary to ensure that all their workers and their own value chain receive an ethical and fair treatment based on international regulations, and that this will be accountable for through transparency practices, by writing, and unplanned site visits if necessary.

Signature:

Name: Enrique Pereira

Role: General Director

Date: 03/07/2023

