

HUMAN RIGHTS POLICY

Purpose

Alaní Higiene Profesional S.L.U 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.

Commitment

Alaní Higiene Profesional S.L.U is committed to follow the principles summarized hereunder:

1. Human and labor rights

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.

2. Child and Forced labor

Alaní Higiene Profesional S.L.U 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.

3. Discrimination, Harassment and abuse

Alaní Higiene Profesional S.L.U is against discrimination, harassment and abuse from any parties. To this purpose, Alaní has defined a specific Code of Conduct "ALANÍ - CÓDIGO DE CONDUCTA (EN).pdf".

4. Excessive working hours

Alaní Higiene Profesional S.L.U does not include this practice within its workforce and has protocols to prevent it. To this purpose, Alaní has defined a specific politic "POLITICA DE JORNADA LABORAL, REMUNERACIÓN JUSTA Y LIBERTAD SINDICAL".

5. Freedom of association and collective bargaining

Alani ensures freedom of association and collective bargaining as per national law and the achievements of Alani's guild. Alani's workers can access the specific politic addressing this topic ("POLITICA DE JORNADA LABORAL, REMUNERACIÓN JUSTA Y LIBERTAD SINDICAL") and the official collective agreement online.

6. Health & Safety

Alani Higiene Profesional S.L.U 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.

Alani is committed to ensuring that workers have access to water, sanitation, and hygiene, a protocol for emergency preparation and response, hazardous materials handling procedures, management systems that address health and safety risks and appropriate building construction, electrical, and fire safety. The main commitments are detailed as follows:

- **Health and safety risk management systems**

Alani commits to always have an appointed person (currently ANALIA MARTIN) as health and safety manager, trained in the prevention of risks in office positions (current training has been provided by 3rd party Quiron Prevencion).

- **Emergency preparation and response**

Alani Higiene Profesional S.L.U is committed to providing its employees with a work environment in which risks arising from activity and external factors are minimized, guaranteeing the essential set of assurances and responsibilities required to establish an appropriate level of health protection against risks stemming from working conditions. This commitment is in compliance with all requirements set forth by relevant regulations. Further details can be found in the associated document "PREVENTION, SAFETY AND RISK PROTOCOLS.pdf".

- **Hazardous materials handling procedures**

Alani Higiene Profesional S.L.U, is committed to maintain a working environment free of hazardous chemicals and their related risks. In case of any potential use of hazardous materials and chemicals, Alani commits to ensure all necessary safety protocols for its workers.

- **Appropriate building construction, electrical, and fire safety**

Alaní adheres to suitable building construction and electrical standards. In terms of fire safety, the company is dedicated to meticulous inspection planning.

7. Legal minimum wage and all legally mandated benefits

Alaní Higiene Profesional S.L.U is committed to ensuring that its workforce receives at least the legal minimum wage and all benefits required by law (based on the Spanish Government's public announcements (BOE)), including employer contributions for social security benefits and services. To this purpose, Alaní has defined a specific politic "POLITICA DE JORNADA LABORAL, REMUNERACIÓN JUSTA Y LIBERTAD SINDICAL".

8. Living wage

Alaní Higiene Profesional S.L.U has an aspiration for the provision of a living wage that covers the necessities of the worker and his or her family. To this purpose, Alaní has defined a specific politic "POLITICA DE JORNADA LABORAL, REMUNERACIÓN JUSTA Y LIBERTAD SINDICAL" and carried steps to quantification.

9. Fair and ethical business practices

Alaní Higiene Profesional S.L.U is committed to fair and ethical business practices, including anti-corruption and the prevention of bribery. To this purpose, Alaní has defined a specific Code of Conduct "ALANÍ - CÓDIGO DE CONDUCTA (EN).pdf".

Expectations

In order to achieve its own goals, Alaní Higiene Profesional S.L.U needs the support of its partners, suppliers and other stakeholders. For this reason, Alaní sets out expectations of its value chain:

10. Human and labor rights

Alaní Higiene Profesional S.L.U 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.

11. Child labor & Forced labor

Alaní Higiene Profesional S.L.U expects for all its partners (manufacturers, suppliers, etc.) to forbid child labor in their facilities and to monitor this compliance. In case of countries allowing children to work before they turn 16, Alaní expects its supply chain to grant mandatory formal education in an adequate manner, and to be able to trace the validity of all contracts with their staff. In addition, Alaní expects for all its partners (manufacturers, suppliers, etc.) to ensure that all forms of forced labor are banned.

12. Discrimination, Harassment, and abuse

Companies collaborating with Alaní Higiene Profesional S.L.U are expected to be transparent and to adopt a zero-tolerance policy with Discrimination, Harassment, and abuse.

13. Excessive working hours

Alaní Higiene Profesional S.L.U 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.

14. Freedom of association and collective bargaining

Alaní Higiene Profesional S.L.U 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.

15. Health & safety

Alaní Higiene Profesional S.L.U expects that all companies it aims to collaborate with manage and control operations at their facilities to ensure safety and health of their personnel, through access to water, sanitation, and hygiene, a protocol for emergency preparation and response, hazardous materials handling procedures, management systems that address health and safety risks and appropriate building construction, electrical, and fire safety.

16. Legal minimum wage, legally mandated benefits and living wage

Alaní Higiene Profesional S.L.U expects that all companies with which it collaborates pay their workers at least the legal minimum wage and all benefits required by law, including employer contributions for social security benefits and services. In addition, Alaní will prefer companies proving their commitment to pay a living wage to their workers.

17. Fair and ethical business practices

Alaní Higiene Profesional S.L.U expects from all companies with whom it wishes to collaborate have fair and ethical business practices, including anti-corruption/bribery. 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 at Alaní Higiene Profesional S.L.U

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