

OpenSistemas' Human Rights Respect and Commitment Policy

At OpenSistemas, we are dedicated to respecting and promoting human rights in all our operations and business relationships. In the exercise of these responsibilities and, aware that respect for human rights, this policy is a testimony of our firm commitment to prevent and respect the fundamental rights of all people, so this document contains the culture and values of the OPENSITEMAS group companies.

Committed to the United Nations Guiding Principles on Business and Human Rights and the 2030 Agenda for Sustainable Development of the United Nations (UN), the Board of Directors approves this Policy on Respect for Human Rights.

1. Purpose

The purpose of this Policy is to formalise the commitment of the Group's companies to the human rights recognised in national and international law, as well as to define the principles to be applied within the Group for proper attention to human rights, in accordance with the Guiding Principles on Business and Human Rights, principles on which the United Nations Global Compact is based, and the social policy, the conventions of the International Labour Organisation, the Sustainable Development Goals (SDGs) approved by the United Nations (UN), the Code of Conduct of the Company, as well as the documents and texts that may replace or complement the aforementioned.

2. Scope of application

This Policy applies to all companies within the Group as well as to the other environmental, social and corporate governance and compliance policies of the Governance and Sustainability System.

This policy applies to all our internal operations, employees, direct activities, products and services. In addition, we expect our suppliers and partners to share and apply the same principles of respect for human rights in their own operations and supply chains.

In addition to what is already established in these policies and in the Governance and Sustainability System, the Group companies explicitly assume the commitment to:

- **Reject child labour, forced or compulsory labour and all forms of modern slavery:** We recognise that child labour is a violation of children's fundamental rights. We are committed to not using or supporting child labour in any of our operations or supply chains.
- **Human Trafficking:** We are committed to preventing and eliminating human trafficking in all its forms. We will not tolerate any form of exploitation.
- **Non-discrimination:** We reject all forms of discrimination in our operations and business relationships. We respect and value diversity and work to create an inclusive and fair environment for all.
- **Diversity and Inclusion:** We promote diversity in our workforce and an inclusive culture where all people feel heard, valued and respected.
- **Freedom of Association and Collective Bargaining:** We recognise and respect the right of workers to form and join organisations of their choice and to engage in collective bargaining.
- **Forced Labour:** We are categorically opposed to forced labour. We respect the right of every individual to freedom and dignity in their work.
- **Equal Remuneration:** We are committed to equal pay for work of equal value, regardless of gender, race, religion or other characteristics protected by law.
- **Data Privacy:** We are committed to ensuring the privacy of employee and customer data and are committed to ensuring that privacy regulations are enforced.
- **Training and Professional Development:** We encourage opportunities to provide training and development opportunities for all employees in the company so that they can reach their full potential and advance their careers.

- **Health and Safety at Work:** We guarantee a safe and healthy working environment, complying with current regulations.
- **Social and Environmental Responsibility:** Committed to corporate social responsibility and environmental sustainability.

3. Stakeholders

- **Customers,** We deeply value the trust our customers place in us. We expect our customers to share and support our commitment to human rights, as recognised in national and international law in all the countries in which we operate. We strive to ensure that our products and services are developed and delivered in a manner that is ethical and respectful of human rights, and we are committed to serving their needs in a holistic and ethical manner in all our business interactions.
- **Workers:** The professionals of the companies of the Group shall show strict respect for the human rights recognised in national and international legislation in the performance of their activities in all the countries in which they operate, and, in particular, shall ensure compliance with this Policy.
- **Suppliers:** Must also show strict respect for the human rights recognised in national and international legislation in the performance of their activities. The Company considers its suppliers to be a key ally in the fulfilment of this Policy..
- **Partners:** We value collaboration with our partners and expect them to share our commitment to human rights. In partnering with other organisations, we expect them to also show strict respect for human rights, as recognised in national and international law in all the countries in which they operate.

6. Implementation and updating

We are committed to being transparent in our practices and to regularly communicate our efforts to respect human rights. In addition, we are committed to continually improving our policies and practices to ensure that they reflect the highest standards of respect for human rights.

At OPENSISTEMAS, this policy is a statement of our values and unwavering commitment to human rights. Madrid 01/09/2022.

Luis Alberto Flores Porras

CEO

