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1. INTRODUCTION

Our Human Rights Policy is integrated into our Ethical Code, our Integrity and Transparency Policy, the Prevention of Criminal Risks, as well as our Equality and Anti-Discrimination Policy.

At a global level, relying and following the Universal Declaration of Human Rights (UDHR), the International Covenant on Civil and Political Rights (ICCPR), the International Covenant on Economic, Social and Cultural Rights (ICESCR), labour rights within the framework of the International Labour Organisation (ILO) and the Convention on the Rights of the Child (CRC). At European level, we rely on the European Convention on Human Rights (ECHR) and in the national level, on the fundamental rights enacted in the Spanish Constitution.

In addition, as a partner of the United Nations Global Compact, we apply the 10 principles of the Global Compact as well as the Sustainable Development Goals (SDGs).

2. HUMAN AND FUNDAMENTAL RIGHTS TO BE PROTECTED IN BUSINESS

- Right to work.
- Right to favourable working conditions.
- Right to a fair remuneration.
- Right to rest days and paid holidays.
- Right to a basic standard of living.
- Eradication of forced labour.
- Prohibition of inhuman and degrading treatment.
- Prohibition of child labour.
- Right to special protection and care for motherhood and childhood.
- Right to education and training.
- Equal pay for men and women for work of equal value.
- Prohibition of discrimination, especially on the grounds of sex, race, colour, ethnicity, religion, origin, political opinion, nationality and sexual orientation.
- Freedom of religion and conscience.
- Freedom of association.
- Right to join a trade union.
- Right to strike.
- Right to collective bargaining.
- Freedom of peaceful assembly and association.
- Right to a clean environment/air.
- Right to health and an adequate standard of living.
- Right to life, liberty and personal freedom.
- Freedom of thought, opinion and expression.
- Right to intimacy, privacy and family life.
- Right to protection of intellectual property.
- Right to secrecy of communications.
- Right to the protection of personal data.
- Right to protection of one's own image.



CORPORATE SOCIAL RESPONSIBILITY

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- Right to property
- Right to culture and access to culture

3. SCOPE

Our Human Rights Policy will apply to all our activities, and will include internal relations as well as relations with suppliers and customers, requiring them to comply with Human Rights.