

HUMAN RIGHTS PROTECTION POLICY

SITIE respects and promotes general principles of human rights, in line with the main international references and current regulations, including:

- Universal Declaration of Human Rights
- UN Guiding Principles on Business and Human Rights
- UN Convention on the Rights of the Child
- ILO Conventions
- ISO 26000 Guidelines on Corporate Social Responsibility
- 10 Principles of the United Nations Global Compact
- The OCSE Guidelines for International Corporations

SITIE's commitment is also based on compliance with the laws of the countries in which it operates.

SITIE recognizes respect for ethical principles as a prerequisite for the success of its business and is committed to promoting continuous improvement in this area, respecting all human rights, not only within its own operations but also by promoting respect among suppliers and business partners.

SITIE does not allow or tolerate:

- Any form of child labor
- Restriction of workers' individual freedom and the use of forced or compulsory labor
- Restriction of trade union and association freedoms and the right to collective bargaining, as recognized and protected by applicable laws
- Any distinction, exclusion, or preference based on race, color, sex, gender, religion, disability, political opinion, national or social origin that has the effect of nullifying or impairing equality of opportunity or treatment in employment, profession, or any other field
- Any other distinction, exclusion, or preference, as determined by applicable legislation or in consultation with social partners and other appropriate bodies, that has the effect of nullifying or impairing equality of opportunity or treatment
- Human trafficking and any form of slavery
- The adoption of disciplinary measures that fail to respect the dignity of the individual
- Any form of harassment or violence in the workplace

The following are also always guaranteed and protected:

- Occupational health and safety, including protection from physiological and psychological risks, and a work environment that complies with health and safety regulations
- Workers' right to working hours and rest periods that comply with applicable regulations, along with SITIE's commitment to promoting work-life balance
- The right to receive fair remuneration for work performed, in accordance with the wage and working hour laws in force in the countries where SITIE operates.
- The right to privacy as a fundamental human right and the processing of personal data of employees, collaborators, and other stakeholders in full compliance with applicable international and national regulations

SITIE also undertakes to:

- Identify, prevent, and mitigate any negative impacts on human rights that may result from or be caused by its activities, and to remedy any negative impacts caused directly or indirectly
- Promote worker awareness of human rights issues, including suppliers and business partners
- Ensure secure and accessible tools to report human rights violations or non-compliant behavior, ensuring the protection and confidentiality of those who report through whistleblowing channels.

SITIE is committed to distribute this Policy and keep it updated, taking into account regulatory developments and in accordance with its commitment to social responsibility.

Chairman of the Board of Directors

