

## HUMAN RIGHTS POLICY

### 1. Introduction

CMO Valves Technology S.L. assumes, through this policy, its responsibility and commitment to act with leadership in the protection and promotion of the Human Rights of all the people with whom it is related, whether they are employees or third parties, in accordance with the Guiding Principles of the United Nations on Business and Human Rights (2011).

### 2. Objective

This policy is developed with the aim of identifying the basic patterns of behaviours that define the company's culture and promoting positive impacts on people throughout the value chain and minimizing negative ones.

For this reason, it undertakes to carry out a continuous analysis of the risks and their consequences in terms of human rights, either through its own activities or commercial relationships, the establishment of commitments at all levels of the company and the allocation of responsibilities in the bad practices that could occur, taking special care with those groups in a situation of vulnerability.

### 3. Scope

This policy applies to all the people who are part of CMO, with particular concern to those professionals who, due to their position of responsibility, manage teams or are part of groups with decision-making power or influence.

These commitments concern representatives, suppliers and other third parties that provide services for CMO or that, in any way, act on its behalf, such as agents, intermediaries or subcontracted companies, and independently, all of them, of the territory in which develop their activity.

### 4. Commitments and principles of action

Avoid discriminatory practices or practices that undermine the dignity of its employees

People employed at CMO have the right to interact in a dignified, safe and healthy work environment. Therefore, it undertakes to ensure that there is no room for discriminatory practices based on sex, age, ethnic origin, disability, sexual orientation, marital status or any other personal distinction. Likewise, the company is committed to providing its employees with a work environment free of any form of harassment, intimidation or violence.

### 5. Avoid any form of forced work or child work

CMO undertakes to identify, prevent and eradicate any case of child labour exploitation in the environment of its operations in order to ensure its complete elimination. To this end, it is responsible for verifying its employee recruitment and incorporation processes so that all of them are over 16 years of age, the minimum legal age to work in Spain, or that stipulated in the country of operation in the case of being more restrictive.

#### **6. Ensure a dignified and paid job**

The company pays its employees fairly and satisfactorily based on the local labor market, training, experience and responsibilities of the worker so that they can meet their basic needs and those of their family in all the countries in which it operates. In the same way, it guarantees the right of its employees to rest and will facilitate, as far as possible, the reconciliation between personal and professional life.

#### **7. Protect the health of the people employed**

CMO guarantees the safety of professionals and their operations, continuously improving working conditions and creating a safe and healthy work environment. In addition, it undertakes to carry out all the necessary actions so as not to compromise the safety, health and integrity of its clients and users through the adoption of procedures and regulations on occupational health and safety.

#### **8. Help protect privacy**

The company undertakes to establish the appropriate measures to ensure the responsible use of personal data with the aim of respecting the right to privacy and data protection in accordance with current legislation, as well as the information collected in the different national and international projects in which it participates, taking special care with the data of professionals and clients.

#### **9. Monitoring and control**

In order to ensure that the basic principles contained in this Policy govern at all times the actions of CMO in matters of Human Rights, the company undertakes to dedicate the necessary resources to ensure the effective implementation of this policy through periodic analysis of its impacts, also taking into account the risk present in the countries in which it operates.

CMO expects a high level of commitment from all its employees in compliance with this policy. Any non-compliance may give rise, where appropriate, to the corresponding disciplinary measures.

Signed / Firmado:

Position / Cargo:

Place and date / Lugar y fecha:

**Pablo Gómez**  
**General Manager**  
**Tolosa, 13/01/2023**



Firma / Signature: