

LABOUR PRACTICES AND HUMAN RIGHTS POLICY

Cables de Comunicaciones Zaragoza's Labor Practices and Human Rights policy reflects our commitment to the promotion and protection of human rights throughout our operations. We are committed to upholding fair labor practices that are directly aligned with our commitment to the health, safety and welfare of our employees and to fostering an inclusive, diverse and safe work environment where the fundamental human rights of all our employees, partners and the communities in which we operate are respected and promoted.

This policy applies to all employees, contractors, suppliers and stakeholders involved in our global operations.

This Human Rights Policy is based on the following international benchmarks established within the United Nations (UN):

- The United Nations International Bill of Human Rights, consisting of: the Universal Declaration of Human Rights (UN, 1948), the International Covenant on Economic, Social and Cultural Rights (UN, 1966), and the International Covenant on Civil and Political Rights (UN, 1966) and the two protocols to it.
- The International Labor Organization Declaration on Fundamental Principles and Rights at Work (ILO, 1998)
- The Convention on the Rights of the Child (UN, 1999).
- The Convention on the Rights of Persons with Disabilities (UN, 2006).
- The UN Convention against Transnational Organized Crime and the Palermo Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, supplementing the UN Convention against Transnational Organized Crime (UN, 2000).
- The Convention on the Elimination of All Forms of Discrimination against Women (UN, 1979).
- The International Convention on the Elimination of All Forms of Racial Discrimination (UN 1969).
- The European Convention on Human Rights (Council of Europe, 1953).
- The European Social Charter (Council of Europe, 1965).
- The Charter of Fundamental Rights of the European Union (Parliament, Council and European Commission, 2000).
- The Spanish Constitution of 1978 and other national laws that recognize or apply human rights.

Cables de Comunicaciones Zaragoza, SL, will be guided by the following principles of action to achieve the implementation of its commitment to human rights and labor practices:

1. **Human Rights:** We are committed to respecting universal human rights, including but not limited to equality, non-discrimination, freedom of association and the right to fair working conditions.
2. **Equality and Diversity:** We promote an inclusive and diverse work environment in which all people are treated equally, regardless of their ethnicity, gender, sexual orientation, religion, disability or any other protected characteristic.
3. **Occupational Health and Safety:** We ensure a safe and healthy working environment for all employees and partners, complying with all applicable safety laws and regulations.
4. **Working Hours and Fair Compensation:** We respect local labor laws and provide competitive wages and benefits. We do not tolerate child labor, forced labor or any other form of labor exploitation.

5. **Freedom of Association:** We recognize and respect our employees' right to freedom of association and collective bargaining.
6. **Professional Development and Personal Growth:** We encourage the professional development and personal growth of our employees by providing training and development opportunities.

In order to comply with our Labor Practices and Human Rights policy, we have set the following objectives:

- **Diversity and Inclusion:**

Increase the diversity of our workforce by 3% over the next 24 months.

Implement equality, diversity and inclusion training programs, training 100% of the workforce in equality over the next 36 months.

- **Health and Safety at Work:**

Reduce the number of occupational safety incidents by 25% over the next two years.

Provide continuous security training to all employees.

- **Fair Compensation:**

Maintain competitive wages and benefits compared to the industry.

Conduct regular pay reviews and ensure equal pay for equal work.

- **Professional Development:**

Increase the number of training hours per employee by 2% in the next year.

- **Collaboration with Communities:**

Establish collaborative projects with local communities to improve living conditions and promote sustainable development.

This Policy is communicated and disseminated internally and externally to all Cablescom stakeholders, especially its employees and business partners, as well as publicly through its website.

Channels of complaint and non-compliance

All Cables de Comunicaciones and its value chain who have knowledge or reasonable suspicion of any breach of the commitments made in this Policy must report it through the channels provided for this purpose.

Cables de Comunicaciones, SL undertakes to review this Policy periodically (12 months), adapting it to any new requirements that may arise, as well as to communicate, make all members of the organization and suppliers understand and comply with it.



Mr. Eddie Wang
Chair of the Board of Directors
Zaragoza June 1st, 2023