



Cex Internacional S.A.

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CEX INTERNACIONAL, S.A. DECLARATION HUMAN RIGHTS POLICY

Cex Internacional, S.A. is committed to respecting the human rights and public freedoms recognized in the Universal Declaration of Human Rights of the United Nations.

It is committed to fulfil and support the Universal Declaration of Human Rights, its protocols, conventions and binding pacts and the provisions of the Political Constitution and the Spanish legal framework.

The Corporate Social Responsibility, Environmental and Human Resources Management, is consistent with the guiding principles for the implementation of the framework of the United Nations Organization: "Protect, respect and remedy":

L1: Decent work

Forced or coerced labour in all its forms is prohibited. Discriminatory practices are not allowed and fair remuneration, freedom of association and the maintenance of safe and healthy work environments are promoted.

It is rejected of any manifestation of physical, psychological, moral harassment or abuse of authority, or any other conduct that intimidates or offends the rights of the people.

L2: Prohibition of the use of child labour

The use of child labour is not allowed.

L3: Human rights in the supply chain

It promotes the insertion of practices and the adoption of instruments consistent with respect for human rights.

We do not accept any type of discrimination based on age, race, colour, sex, religion, political opinion, national ancestry, sexual orientation, social origin or disability.

L4: Promotion of gender equity

Practices that reflect respect for gender equity are promoted.

L5: Compliance with the policy:

These commitments are fulfilled in accordance with internationally accepted standards.

Cex does not participate in actions that compromise or endanger legality and fundamental ethical principles.

Llerona, Les Franqueses del Vallès, January 2018