

POLICY ON LABOUR PRACTICES AND HUMAN RIGHTS

Seppelec's management, with the aim of developing effective management of the safety, health and well-being of all workers, both its own and those of partner companies, has established the guiding principles of its Policy. To this end, the organisation undertakes to comply with the following strategic guidelines:

- To comply with and respect the fundamental principles established by the International Labour Organisation (ILO) and the United Nations Guiding Principles on Business and Human Rights, reinforcing our commitment against child labour, forced labour and human trafficking, and ensuring that these practices do not exist in our operations or in our supply chain.
- Maintain a low level of workplace accidents.
- Increase training for all workers in occupational risk prevention.
- Involve suppliers and subcontractors in occupational risk prevention.
- Promote work-life balance through flexible working arrangements, such as voluntary adjustment of rest periods, access to teleworking, flexible start times or reduced working hours for childcare or family care.
- Promote professional development through appropriate training.
- Increase training for workers on non-discrimination on the grounds of gender, race, religion, sexual orientation or disability.
- Maintain and apply a protocol for handling complaints of discrimination and harassment in the workplace, ensuring a confidential, accessible and effective process for all employees.

In order to achieve continuous improvement, the following quantitative objectives are established at all levels of the organisation. These are consistent with the Policy, which serves as a framework for their establishment and review:

- During the 2025 financial year, remain below 3 accidents requiring medical attention.
- During 2025, provide training courses on occupational risk prevention for 30% of the average workforce.
- Offer the possibility of reducing the lunch break to 30 minutes for those who wish to concentrate their working day and promote work-life balance, facilitate reduced working hours for the care of children or relatives, and provide access to teleworking for 1 or 2 days.
- During 2025, provide training related to professional development to 10% of the workforce.
- During 2025, provide training on sexual diversity and workplace inclusion to 5% of the workforce.

This Policy applies to all Seppelec activities, both at its own workplaces and at customer and third-party facilities. It also applies to suppliers and partner companies that provide services on behalf of Seppelec. It will be reviewed annually to ensure its validity, and its implementation and monitoring of the qualitative and quantitative objectives set will be the responsibility of the HR department. The progress and results derived from this policy will be documented and communicated in Seppelec's Sustainability Report, as part of its commitment to transparency and continuous improvement in environmental matters.

In addition, this labour practices and human rights policy is available to all stakeholders on Seppelec's official website, ensuring its transparency and easy access.