PROIDEA Inc.
1325 Montana Ave.
El Paso, TX. U.S. 79902



At **PROIDEA**, we are committed to promoting and protecting human rights in all our operations, business relationships and supply chain activities. We recognize that respect for human rights is fundamental to sustainable development and the well-being of our communities, employees and partners.

Alignment with International Principles

PROIDEA supports the principles contained in the **United Nations Guiding Principles on Business and Human Rights (UNGPs)** and the **International Labour Organization (ILO) Core Labour Standards**, consistent with the size and nature of our business.

Fundamental Principles:

1. **Respect for Human Dignity:** We value and respect the dignity of every individual. We ensure that our labor and business practices do not infringe on the fundamental rights of people.
2. **Non-Discrimination:** We promote an inclusive and diverse environment, free from discrimination based on race, gender, sexual orientation, religion, disability, or any other personal characteristic.

3. **Fair Working Conditions:** We guarantee safe, fair, and equitable working conditions for all our employees, including fair wages, reasonable working hours, and a workplace free from harassment.
4. **Workers' Rights:** We support and respect our employees' right to organize and participate in collective bargaining, as well as their right to express concerns without fear of retaliation.
5. **Community Impact:** We are committed to identifying and mitigating any negative impact on human rights that may arise from our operations, ensuring open dialogue with affected communities.
6. **Transparency and Accountability:** We foster transparency in our operations and commit to being accountable for our actions related to human rights.
7. **Legal and Regulatory Compliance:** We ensure compliance with all local and international laws and regulations related to human rights.
8. **Training and Awareness:** We provide continuous training to our employees on human rights and the expectations of our policy, fostering a culture of respect and responsibility.

Forced Labour, Human Trafficking and Child Labour

PROIDEA strictly prohibits any form of:

- Forced labour.
- Bonded labour.
- Debt bondage.
- Slavery or practices similar to slavery.
- Human trafficking.
- Labour exploitation.
- Child labour.

Employment must be freely chosen. **PROIDEA** does not tolerate coercion, threats, intimidation, withholding of identity documents or practices that improperly restrict freedom of movement or employment.

PROIDEA does not tolerate practices that improperly restrict an individual's freedom of movement, freedom of employment, or fundamental rights.

Human Rights Due Diligence

PROIDEA periodically evaluates potential human rights and labour-related risks associated with its operations, projects, business relationships and supply chain activities. When actual or potential adverse impacts are identified, the company seeks to implement reasonable preventive, corrective or mitigation measures appropriate to the nature and scale of its business.

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Suppliers and Business Partners

PROIDEA expects suppliers, contractors and business partners to respect internationally recognized human rights principles and comply with applicable labour, employment and human rights laws. Human rights and labour-related considerations may be taken into account when selecting, reviewing or maintaining business relationships.

Grievance Mechanism and Non-Retaliation

Employees and external stakeholders may report concerns, complaints or potential human rights violations through the *Human Rights, Ethics and Compliance Complaint Form* available on the company's website.

PROIDEA does not tolerate retaliation against any individual who, in good faith, raises a concern, submits a complaint or participates in an investigation related to a potential violation of this policy.

Ongoing Commitment:

PROIDEA is committed to periodically reviewing and updating this policy to reflect evolving best practices and our continued growth as a responsible company. We appreciate the collaboration of our employees, partners and communities in implementing this policy and promoting a more equitable and sustainable future.

We encourage you to complete our Human Rights Questionnaire available on our website. If you have any complaints or suggestions, please fill out our Human Rights, Ethics and Compliance Complaint Form, available on our website.

Approved by: Guillermo A. Máynez Diego | CEO

Date: August 31, 2026