



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

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.

Ongoing Commitment:

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

We invite you to fill out our [Human Rights Questionnaire](#). If you have any complaints or suggestions, please fill out our [Human Rights Complaint Form](#), available on our website.

Approved by: Guillermo A. Máñez Diego | CEO

Date: May 14, 2024