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DIGITAL COMMITMENT: HUMAN RIGHTS OVERSIGHT BY SENIOR MANAGEMENT

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Purpose

To ensure that Ecocitizen's senior management systematically discusses, monitors and acts on significant human rights risks, and that these actions are digitally recorded in a transparent, traceable and auditable manner, in compliance with ISO 9001 quality management principles.

Scope

This policy applies to all departments involved in Ecocitizen's operations, including stakeholders, who may affect or be affected directly or indirectly by human rights violations in any aspect.

Human rights risks that need to be discussed

- Risks relating to the mental health of workers or the deterioration of working conditions
- Risks related to fair and equitable working conditions (working hours (e.g.: pressure to work outside the scope of the contract), remuneration, breaks, etc.)
- Risks related to discrimination practices (gender, family status, disabled people, age, residence, etc.), violence and harassment in the workplace.
- Risks related to fair and equitable working conditions (working hours (e.g.: pressure to work outside the scope of the contract), remuneration, breaks, etc.).

Digital Evidence & Records

Each agenda item must have:

- Description of the human rights issue
- Evidence submitted (audit, grievance report, stakeholder feedback)
- Decision taken (mitigation action, escalation, policy update)

- Assigned responsible persons
- Time-stamped digital record