

	<h1>Ecocitizen</h1>	
---	---------------------	--

HUMAN RIGHTS POLICY: STAKEHOLDER ENGAGEMENT APPROACH

Prepared by	Stefanía Padilla	Document No:	03
Reviewed by	Adriana González	Doc code:	HRP03

Table of Contents

Purpose.....	2
Risks identified by the Ecocitizen team and stakeholder input.....	2
Ecocitizen's approach to stakeholder engagement for each salient human rights risk.....	2

Purpose

The objective of this policy is to establish Ecocitizen's commitment to proactively engaging stakeholders in identification, prevention and mitigation of human rights risks across different operations. EcoCitizen's progress plan for stakeholder engagement focuses on open communication with stakeholders about any human rights issues that concern them. It is crucial to ensure that their voices are valued and that they are given the opportunity to have their say. This collaborative process will be implemented when EcoCitizen experiences its first human rights issue as a company.

The public commitment of partner companies is disseminated on this website. The issue of human rights is often raised in meetings with stakeholders.

Risks identified by the Ecocitizen team and stakeholder input

- 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.

Ecocitizen's approach to stakeholder engagement for each salient human rights risk

Ecocitizen's management team periodically identifies stakeholder groups, their needs and expectations, and the human rights issues likely to affect them.

Based on this information, it is decided how each group will be involved in the issue.

As a company, we decide with whom to collaborate, based on the current situation. Every collaboration is different, and the timing and nature depend on factors such as the size, type and

involvement of the organization. It can range from a few weeks to several years, from one-off activities to research development, and so on.

Stakeholders' human rights opinions are very valuable and help us with understanding of salient issues. When a customer expresses a concern about human rights within the company or its activities, we analyze the information and take action accordingly; the knowledge gained is then integrated and used to facilitate future assessments, problem detection, action-taking, etc.