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ECOCITIZEN HUMAN RIGHTS POLICY

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Policy brief & purpose

This policy establishes Ecocitizen's commitment to respect and promote human rights in all our operations. We recognize that human rights are fundamental to the well-being of people and sustainable development, since they guarantee that human beings can live a dignified, free and equal life.

Scope

This policy applies to all employees, suppliers, customers, business partners and stakeholders of the company in all locations where we operate.

We are committed to respect the following human rights principles:

- Right not to be subjected to torture or cruel, inhuman and/or degrading treatment or punishment.
- Right to privacy
- Freedom of thought, conscience and religion
- Freedom of opinion and expression
- Right to family protection and right to marry
- Right to children protection
- Right to equality in front of the law, equal protection of law and freedom from discrimination
- Rights of minorities
- Right to just and favorable conditions of work

This is in accordance with international treaties, such as the Universal Declaration of Human Rights.

Commitments of EcoCitizen

EcoCitizen is committed to integrating human rights principles into its business policies and requiring ethical standards from its suppliers, as demonstrated by its employee code of conduct.

In addition, the company is committed to collaborating with local communities, maintaining transparency in its operations, defending human rights without any type of discrimination, and continuously improving its practices. Since sustainable development and climate change are the pillars of our company, there is an important aspect related to the work we do with minorities. For example, gender-disaggregated data is collected in all projects, and the design of our initiatives takes this aspect into account from the outset, along with respect for local communities.

Finally, the company's senior management is committed to discussing human rights issues with all customers and suppliers when developing a new project or business idea.

Based on the above, our company is committed to:

- Respect and promote human rights in all our operations.
- Provide a safe and fair working environment.
- Guarantee freedom of expression and the right to participate.

Implementation

To implement this policy, we will work on the following actions:

- In the induction process for new employees, a chapter on human rights will be presented, in which this will be related to sustainable development and climate change, which are fundamental to the company's operations.
- Publish the code of conduct and different policies related to human rights on the website.
- Raise awareness of the importance of human rights among our stakeholders.

Mechanisms for complaint and resolution

Our stakeholders can submit complaints about human rights violations through:

- A confidential complaints channel, which is on our website.

- Submitting a formal complaint to senior management, which will result in a clear investigation process that ensures impartiality and the protection of complainants.

Communication

This policy will be communicated to all stakeholders through:

- Publication of the policy on our website.
- Distribution of the policy to all the employees through official communication tools.
- Mention of the policy to our customers and suppliers when necessary.

Review and Update

This policy will be reviewed and updated annually, or as needed.

We reaffirm our commitment to human rights and encourage all our stakeholders to act in accordance with this policy, promoting a respectful and fair environment for all.