

Labour and Human Rights Policy

STOMANA Engineering S.A. recognises the right of all employees and stakeholders to work with dignity and believe that everyone in the Company is responsible for having due regard for human rights.

Within STOMANA Engineering S.A., commitment on ethical principles is extremely important. STOMANA Engineering S.A. supports and respects the fundamental principles, as articulated in the Universal Declaration of Human Rights. STOMANA Engineering S.A. supports the protection of international human rights across the business value chain, and will not be complicit in human rights abuses. The Company's policies and procedures adhere to all applicable domestic laws concerning freedom of association and collective bargaining, non-discrimination, forced labour and underage workers in the workplace.

STOMANA Engineering S.A. commitment relies on principles concerning the fundamental human rights contained in the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work.

Non-discrimination

STOMANA Engineering S.A. respects diversity and avoids any form of unfair or unlawful discrimination in employment or occupation, promoting a culture where people recognise the value that a diverse workforce brings. STOMANA Engineering S.A. hires, assesses, remunerates and manages in a manner that does not discriminate with regard to gender, race, religion, age, marital status, disability, sexual orientation, nationality, political opinion, union affiliation, social or ethnic origin. Workplace diversity at all levels is encouraged.

Equality and equal opportunities

STOMANA Engineering S.A. does not tolerate any discrimination of race, gender, religion, age, nationality, social or ethnic origin, disability, belief, sexual orientation, or political and trade union engagement. These principles apply to the recruitment of new employees, to employees with an employment contract and to the professional promotion of their employees. The only decisive factors of employment are performance, experience, personality, efficiency, skills, qualifications and conduct.

Freedom of association

STOMANA Engineering S.A. upholds freedom of association and the effective recognition of the right to collective bargaining. STOMANA Engineering S.A. shall respect employees' rights to freely associate, organize and bargain collectively in accordance with applicable laws and regulations, in support of their mutual interests.

No forced labour

STOMANA Engineering S.A. rejects any form of forced labour. All work performed in the companies and their business partners must be voluntary. No form of forced, compulsory labour is tolerated at STOMANA Engineering S.A..

Underage workers (no child labour)

STOMANA Engineering S.A. prohibits the employment of individuals under the applicable statutory minimum age for workers and in any case, at a minimum age of 18, except in the cases of vocational training for young individuals. STOMANA Engineering S.A. is against all

forms of exploitation of children. The company does not provide employment to children before they have reached the legal age to have completed their compulsory education, as defined by the relevant authorities and legal restrictions. STOMANA Engineering S.A. expects their business partners and associates to have and uphold similar standards and abide by country-governing laws in countries wherein they operate.

No harassment

Harassment (including all forms of sexual harassment and harassment based on other legally protected categories), bullying, rude or disrespectful behaviour and lewd comments are not allowed. STOMANA Engineering S.A. prohibits any acts or threats of violence while conducting business on or off the Companies' premises and in regards to external stakeholders or within the Company's people and management.

Working conditions

STOMANA Engineering S.A. compensates their employees with wages and benefits that meet or exceed the legally required minimum. Contracts must have written agreements on employment, containing agreed terms and conditions. Employees at STOMANA Engineering S.A. are ensured the respect of working hours set on national laws and relevant industry standards. Overtime work is voluntary and employees are compensated for overtime work in accordance with local laws. Training is provided to all employees and STOMANA Engineering S.A. is committed to equality of access to development and education opportunities.

STOMANA Engineering S.A. must ensure that all employees enjoy a safe and healthy working environment and provide a general wellbeing in the workplace. STOMANA Engineering S.A. commits to continuously improve health and safety performance by integrating Health and Safety aspects in all operations

Grievance mechanism

STOMANA Engineering S.A. employees are encouraged to raise any concerns regarding violations in the implementation of this policy and the Employee Code of Conduct, including harassment, intimidation or discriminatory behaviour to employees, serious health and safety risks that could threaten the health and safety of employees, the general public or customers. STOMANA Engineering S.A. will accurately evaluate reported matters and where appropriate will adopt specific corrective measures, through well-established grievance mechanism schemes

Governance and accountability

Responsibility for the implementation of this Policy lies with the Executive Director of the company.