

LABOUR PRACTICES AND HUMAN RIGHTS POLICY

1. Introduction

This policy sets out TEKOKROMA's commitments to responsible labour practices and human rights, complementing the **Code of Conduct** and the **Commitment to Worker Action**.

2. Human Rights

The company adheres to:

- Universal Declaration of Human Rights
- ILO Principles
- Global Compact Principles

And it guarantees that workers will never be subjected to degrading treatment, harassment or discrimination.

3. TK Labor Principles

3.1 Equality and non-discrimination

The principle of equality, diversity and inclusion as defined in the internal document is fully incorporated, including:

- Fair career advancement,
- equal pay,
- inclusive language,
- prevention of harassment,
- integration of vulnerable groups,
- work-life balance,
- gender equality.

3.2 Prohibition of child and forced labour

Absolute prohibition of any form of exploitation.

3.3 Occupational safety and health

Commitment to current legislation and compliance with all occupational risk prevention programmes.

3.4 Training and development

Mandatory training in PRP, integrity, ethical conduct and safety, according to the commitment signed by the staff.

3.5 Freedom of association

Guarantee of the right to association and collective bargaining.

3.6 Prevention of unlawful conduct

Obligation to know and comply with the Criminal Risk Prevention Program and to use the Compliance Channel.

4. Supply chain

Suppliers must comply with labor principles consistent with this policy and demonstrate this through verifiable evaluations.

5. Review

The policy will be reviewed when there is an update of the regulatory framework or when it is deemed appropriate.

Signed:

R. Nadal President of the Board of Directors TEKNOKROMA Analítica, S.A.

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