

	GENERAL DOCUMENTATION - Disseny Estudi i Mecanització S.L	Document: DOCGEN007003ES
	HUMAN RIGHTS AND EMPLOYMENT CONDITIONS POLICY	Version: 0
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"Disseny Estudi i Mecanització S.L." (hereinafter, **DEM**) wishes to express, with this document drawn up by its Board of Directors, its commitment to:

- The human and employment rights of its personnel.
- The human and employment rights of the third parties with whom it has a relationship.

The document outlines **DEM's** formal commitment to respect human and employment rights within its sphere of influence. It also aims to ensure that none of the company's policies, procedures, activities or operations result in violations of the human and employment rights of **DEM's** workforce or of any third parties directly or indirectly related to the company.

THE HUMAN AND EMPLOYMENT RIGHTS OF DEM PERSONNEL

DEM is unequivocally committed to respecting and fulfilling its duties towards its employees, and therefore, its Board of Directors establishes, declares, adopts and assumes the following principles:

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1. Avoidance of discriminatory practices that undermine people's dignity: everyone has the right to a dignified, safe and healthy working environment. We are committed to ensuring a working environment within the company in which there is no room for discriminatory attitudes based on gender, ethnic origin, creed, religion, age, disability, political affinity, sexual orientation, nationality, citizenship, marital status or socio-economic status. We are also committed to providing our staff with a working environment that is free of any of its manifestations.

2. Freedom of association and collective bargaining: regardless of where we operate, we respect our employees' right to freedom of association, trade union membership and collective bargaining and publicly acknowledge this commitment. We guarantee respect for freedom of association and collective bargaining. They will also be represented and supported if they are arbitrarily or unjustly detained in the exercise of their professional duties.

3. Protecting people's health: we are committed to ensuring a safe and healthy working environment for our staff by adopting occupational health and safety standards.

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4. **Decent employment:** our staff are remunerated fairly and in a way that is commensurate with their skills, responsibilities and duties, in compliance with applicable legislation and the conditions of the markets in which **DEM** operates, enabling them to meet the basic needs of both themselves and their families. We also guarantee the right to rest in compliance with the current employment legislation in each of the spheres in which we operate. Flexible working arrangements shall be facilitated as far as possible, recognising the need for employees to balance their work life with other interests and responsibilities. Furthermore, we guarantee our employees' rights with regard to the privacy of their data.

**THE HUMAN AND EMPLOYMENT RIGHTS OF THE THIRD PARTIES
THAT INTERACT WITH DEM**

DEM is unequivocally committed to respecting and complying with the rights of third parties with whom it has direct or indirect relationships.

For this reason, we ensure that our procedures, activities and operations do not infringe on the human and employment rights of the people who are or represent our suppliers, contractors, partners or customers.

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To demonstrate this commitment to its suppliers, contractors, collaborating companies and customers **DEM's** Board of Directors establishes, declares, adopts and assumes the following principles:

1. **The promotion of respect** for human rights throughout the supply chain: suppliers, contractors and collaborating companies, under the terms established in this policy.

2. **Encouragement and motivation** to help our suppliers, contractors and collaborating companies or customers formalise their commitment to employment rights.

3. **Collaboration** with our suppliers, contractors and collaborating companies in the environments and markets where the circumstances require it to enhance their practices in regard to human rights and training in this area.

4. **The termination of any business relationships** with suppliers, contractors and collaborating companies or customers, that violate human rights, particularly those relating to discrimination based on race, gender or sexual orientation, as well as the employment of children of

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non-working age or people of any age in modern slavery, as defined by the UN or the ILO.

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Dissemination:

This Human Rights and Employment Conditions Policy document is available on the company's website. www.dem-barcelona.com Our suppliers and external customers –or the recipients of the goods and services produced by **DEM**– can access it through the website, and our internal customers –in other words, those of us who form part of **DEM**– have first-hand knowledge of it as well as being able to consult it on the website.

Entry into force of this document. Its interpretation and compliance policy.

This document is effective as of 01 June 2023.

It was drafted by the Board of Directors and is therefore known to them.

It will remain in force until the approval of any alteration to it, which will be duly communicated.

Failure to comply with the policy set out in this document may lead to disciplinary measures, including the possibility of dismissal, without prejudice to the exercise of any other legal recourse that may be appropriate.