



Human Rights Policy

Respect for Human Rights

At Conexsol®, respecting human rights is an integral part of our vision and reflects our commitment to operating a successful global company that is mindful of its impact on the world. Respect for human and labor rights is embedded in our culture and guides our interactions with clients, partners, suppliers, employees, and the communities we serve.

Core Values

Our values as a company are founded on respect for ourselves, others, diversity, and the future. Our top priority is to provide proper working conditions and to safeguard the safety, health, and commitment of our people. We also have a responsibility to respect and promote human rights throughout our value chain and to conduct our activities in line with the highest ethical standards.

Commitment to Global Standards

In 2019, Conexsol formally adopted the United Nations Guiding Principles on Business and Human Rights, endorsed by the UN Human Rights Council in the same year. We are committed to implementing the three core components required in a corporate context:

1. **Commitment Policy:** Reaffirming our responsibility to respect human rights.
2. **Due Diligence Process:** Identifying, preventing, mitigating, and assuming responsibility for any human rights abuses that may occur.
3. **Remediation Procedures:** Establishing processes to address any negative impacts on human rights caused or contributed to by the company.

Guiding Framework

This framework serves as a fundamental reference for our workplace and human rights policies and programs. We expect our company, partners, and suppliers to avoid causing or contributing to adverse human rights impacts as a result of business activities. We all share the responsibility to prevent or mitigate any negative consequences related to these policies and principles, ensuring that they are closely linked to our operations, products, services, and business relationships.

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