

Human Rights Policy



Objectives

The purpose of this Human Rights Policy is to strengthen the Ascendi Group's commitment to respecting human rights.

This Policy is aligned with the values and principles of conduct set out in Ascendi's Code of Conduct, namely those relating to compliance with legal, regulatory and conduct obligations; contributing to sustainable development; and promoting tolerance, diversity, inclusion, and non-discrimination and equal treatment, as well as those established in the United Nations Global Compact.

Scope

This Policy applies to all Ascendi Group companies and employees, as well as to all entities that interact with the Organisation through contractual relationships and the activities carried out, irrespective of geographical location, local practices, or their level of social and economic development.

Commitments

- To refrain from accepting, either within the Organisation or in the supply chain, any form of forced, slave or involuntary labour, ensuring that no one is compelled to work through force or under any form of coercion or punishment, and promoting free and voluntary employment.
- To respect and promote respect for Employees, safeguarding their right to freedom of expression and opinion; freedom of association; and the right to collective bargaining based on constructive dialogue that benefits all parties, recognising each individual's right to be represented by any legally established organisation, without being subject to any form of judgement or retaliation.
- Any form of individual or group discrimination, or behaviour offensive to individual dignity, is unacceptable; in particular, on the grounds of physical or mental condition; gender; race; language; territory of origin; religion; political or ideological beliefs; trade union membership; education; economic situation; social condition; sexual orientation; marital status; or age. Any actions, and any individuals, that violate these principles are liable to disciplinary proceedings, as set out in the Diversity and Inclusion Policy.
- Contractual relationships are recognised and defined in accordance with the international rules established by the International Labour Organisation, the applicable legislation, and the relevant collective bargaining instruments, ensuring decent, safe, healthy and balanced working conditions from the physical, social and psychological perspectives.
- No form of illegal labour trafficking or fraudulent immigration will be permitted, with full compliance with the legislation governing the entry, stay, departure and removal of foreign nationals from the national territory.
- Ascendi undertakes not to employ child labour or engage in any other form of exploitation of children or adolescents, not accepting the employment of minors under the age of 16, and not condoning such practices by its product and service providers.

- To comply with and uphold the regulations on occupational risk prevention, and to provide the necessary means for activities to be carried out in accordance with the appropriate safety and hygiene measures, in order to safeguard the life, health, and physical and psychological integrity of Employees and Subcontractors, neighbouring Communities and Infrastructure Users, as set out in the Occupational Health and Safety Policy.
- To ensure the implementation of risk management and performance monitoring processes in the area of Human Rights, and to guarantee their communication to all stakeholders, in order to support and respect the protection of internationally recognised human rights, as well as ensure non-participation in human rights violations.