



COMPANY COMMITMENT TO THE WELLBEING OF INDIVIDUALS AND RESPECT FOR THE LAW

Ms. Elisabet Alier Benages, acting as President of the Board of Directors of the company **ALIER, S.A** with [Spanish] Tax Identification No. A08031544, with corporate address at Polígono Industrial s/n de Rosselló (25124), through this document

HEREBY CERTIFIES

That this company firmly believes in the need to keep in mind first and foremost the individuals and environment when working, as established by the values approved and published in this document.

Accordingly, through this document we certify certain aspects of this commitment:

Concerning respect for trade-union freedom

ALIER has the utmost respect for the freedom of all individuals in their right to unionise and to be able to defend and carry out collective bargaining.

Accordingly, all individuals will be able to create or join workers' organisations of their choice and these organisations will have complete freedom to compose their own constitutions and regulations, all in accordance with the laws currently in force.

Additionally, this company respects the rights of workers to engage in, or not engage in, activities related to the creation, membership, or attendance of workers' organisations in accordance with current laws and will not discriminate against or punish them for exercising this right.

With reference to collective bargaining, this company will negotiate with the legally established workers' organisations and/or their chosen representatives, in good faith and making the greatest effort to reach the aforementioned collective bargaining agreement, implementing the existing agreements.

Concerning forced labour

This company prohibits all forms of forced or compulsory labour which infringe upon the dignity of a person.

As in every relationship in which both parties have given their consent, the employment relationship arises from the will of both parties and requires mutual consent.

The company establishes policies of the utmost respect for the individual, among which they prohibit:

- Physical or sexual violence
- Working in conditions of enslavement
- The withholding of salaries or fees as a deposit at the start of the employment relationship
- Any restriction on mobility or movement
- The withholding of a person's identity documents
- Threats, of any manner or in any area

Concerning child labour

This company has the utmost respect or compliance with current laws, which includes the prohibition of the recruitment of children. Accordingly, it is stated that:

- This company prohibits the employment of workers under 15 years old and of any age below that established by applicable laws (as of today, prohibiting the employment of those younger than 16 years old).
- Concerning those younger than 18 years old, if they are employed it will not be in dangerous or hard labour, with complete respect for the Risk Prevention Regulation applicable at any time.

Concerning discrimination at work

ALIER is concerned with ensuring that, both in the recruitment of staff and in working relationships, there is no discrimination because of sex, race, age, religion, origin, etc.

I sign below as the firm commitment of this company, in Rosselló on the 19th of September 2022.



Signed – Elisabet Alier Benages.

President of ALIER SA