



Human Rights Statement

Commitment to action

As a participant in the UN Global Compact, TUBACEX supports the Ten Principles on Human Rights, Labor, Environment, and Anti-Corruption; the Universal Declaration of Human Rights; and the International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at Work. We strive to adhere to the principles set forth in these standards, as aligned with those aspects that apply to TUBACEX, and comply with all applicable laws, wherever we operate.

TUBACEX aims to act as a role model for the business community. One aspect of this is our ethical conduct - expressed through the Code of Conduct that embodies fundamental principles and civil liberties, respect for applicable laws at all times and good business practices, avoiding any kind of damage to people and the environment, thus making permanent reference to our experience. This code of conduct, as well as other policies and procedures, is consistent with the international guiding principles.

Purpose

TUBACEX has issued a human rights statement, consistent with the UN's Guiding Principles on Business and Human Rights. The purpose of this statement is to affirm our established commitment to human rights and our commitment against contributing to, participating in, or enabling the use of child, forced, or exploited labor or forced or exploitative conditions and against assisting our clients in doing so in any way.

Guidance

TUBACEX embraces the Guiding Principles on Business and Human Rights for businesses. In the following Guiding Principles, TUBACEX Group commits to:

- Abolish Child Labor. Comply with all laws regulating minimum working age for each individual position, including any laws pertaining to the employment, apprenticeship, and internship for young people and students. The Group's standards will prevail over local legislation, with regard to the minimum age for employment;
- Prohibit the use of forced labor and exploitative working conditions;
- Avoid causing or contributing to adverse human rights impacts through their own activities, and address such impacts when they occur;
- Seek to prevent or mitigate adverse human rights impacts that are directly linked to their operations, products or services by their business relationships;
- Eliminate discrimination in respect of employment and occupation; and promote health and safety in the workplace;
- Uphold the freedom of association and the effective recognition of the right to collective bargaining; and
- Guarantee a right to equal pay for work of equal value,