



Human Rights Policy

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1. Introduction

The Human Rights Policy of CIE Automotive, S.A. (hereinafter “CIE” or the “Group”, indistinctly) formalises its commitment to human rights, in a manner consistent with the Code of Conduct and the ten principles of the UN Global Compact (www.unglobalcompact.org/).

CIE has based the definition of its policy on the International Bill of Human Rights and also on:

- ✓ the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, and;
- ✓ the Tripartite Declaration of principles concerning multinational enterprises and social policy.

2. Objectives and Scope

CIE believes that private sector companies and organisations should make a commitment to respect for human rights, which is why it is committed to respecting them in all of its activities and applying them not only to employees, but also to customers, suppliers and the communities close to its facilities.

This policy is geared towards minimising the risk of infringing human rights, and consequently CIE's activities must include:

- ✓ The establishment of **commitments**.
- ✓ The assignment of **responsibilities**.
- ✓ The **correction** of mistakes and bad practices.
- ✓ **Training** in human rights.

CIE's Human Rights Policy is applicable to all activities of the Group, regardless of the place in the world where they are carried out.

3. Commitments

CIE carries out all of its activities in accordance with respect for human rights and is committed to:

- ✓ **Preventing discriminatory practices:** CIE is committed to ensuring a work environment free of discrimination based on sex, race, religion, age, sexual orientation, nationality, marital status or socio-economic status.
- ✓ **Rejecting the use of forced labour and child labour:** CIE is committed to ensuring that none of its activities involve the use of forced labour or child labour. It is also committed to complying with the labour legislation of the countries where it operates and, where necessary, to adopting corrective measures.
- ✓ **Offering decent employment:** CIE is committed to offering its employees decent remuneration, in keeping with their skills and knowledge. Moreover, CIE is committed to

complying with labour legislation in every jurisdiction where it operates and, whenever possible, establishing measures that allow flexible working hours.

- ✓ **Protecting the health of individuals:** CIE is committed to providing its employees with a safe and healthy work environment in strict compliance with the applicable legal requirements.
- ✓ **Facilitating collective bargaining and freedom of association:** CIE respects the right of its employees to freedom of association and collective bargaining. Whenever possible, the Group will facilitate opportunities for its employees to meet and freely discuss relevant issues related to their employment.
- ✓ **Promoting a culture of respect for human rights and raising awareness among CIE professionals on this issue,** especially in places where these rights are most at risk.
- ✓ **Promoting the commitment to human rights throughout the value chain:** CIE is committed to disseminating this policy to suppliers, contractors, partner companies and customers, encouraging and motivating the different links on the value chain to develop their own human rights policies.

4. Compliance with this policy and its commitments

CIE will publish this policy so that its content is known and compliance can be evaluated by the different interest groups.

With respect to implementation of the policy and monitoring of compliance, it is worth highlighting the following:

4.1 Alignment with the Code of Conduct

CIE's Code of Conduct is mandatory for all board members, managers, employees and workers for all companies belonging to CIE, without exception.

The guiding values of CIE's activity are fully in line with the commitments assumed by CIE in this policy, including the following:

- ✓ Respect for individuals' capacity for initiative, creativity and innovation, and for participation and teamwork.
- ✓ Responsibility and integrity of individuals in their commitment to a job well done.

4.2 Ethical channel

The company has an ethical channel in place for the receipt of notifications related to irregular conduct or activity that allows people in the Group to submit completely confidential queries about these and other matters.

The functioning of the ethical channel, which is administered by the Compliance Department, is supported by a set of regulations and an action protocol for the analysis of the reports received.



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All communications received, once analysed, will be communicated to the Corporate Social Responsibility Committee.

5. Supervision and review

CIE will report annually on the steps taken in the implementation of the policy, in accordance with the GRI indicators, particularly G4-HR3 (total number of incidents of discrimination and corrective actions taken), G4-HR4 (risks and measures taken to prevent violation of the right to collective bargaining and freedom of association) and G4-HR5 (risks and measures taken to prevent child labour).

The content of this policy will be reviewed periodically as determined by the Corporate Social Responsibility Committee and the Board of Directors, to ensure that CIE is in line with best practices in this area.