

## INBORJA HUMAN RIGHTS POLICY

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Industrias Borja Inborja S.A. has the human talent and resources necessary to promote respect and compliance with Human Rights, such as:

- **Right to Inclusion, non-discrimination and equality**, contemplates action measures to combat xenophobia, racism and all forms of discrimination, and also seeks to generate protection and access mechanisms for the full exercise of the rights of groups in situations of vulnerability.
- **Right to work**. It includes the right to:
  - choose their employment freely,
  - develop their full potential
  - be paid based on merit.
  - enjoy equitable, satisfactory conditions
  - protection against unemployment, without any discrimination.
- **Right at work**.- Employed people have adequate conditions to fully develop in their work, for example,
  - be trained;
  - be protected from exploitation;
  - have safety and hygiene conditions;
  - work a reasonable number of hours;
  - enjoy vacations and holidays;
  - rest and enjoy free time,
  - stay or be promoted at work, without being excluded or fired for any discriminatory circumstance.
  - Freedom and independence to form and/or join unions or associations for the defense of their rights and the improvement of their working conditions;
- **Right to social security**.- Inborja complies with the state mandate to provide the right to social security to all its employees, which provides:
  - medical services,
  - financial protection
    - disease,
    - motherhood,
    - work accident,
    - unemployment,

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- invalidity or old age;
- **Right of people with disabilities.**- Inborja complies with the state mandate to establish all the necessary actions to promote, protect and ensure the full exercise of the human rights of people with disabilities, ensuring their full inclusion in society in a framework of respect, equality and equal opportunities, respecting their dignity at all times.



Marta Borja P.

Manager

Industrias Borja Inborja S.A.