

#wearelogistics

# HUMAN RIGHTS POLICY

January 2023

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## 1. Subject of matter

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The logistics sector is steadily gaining prominence around the world to meet the challenges and sustain today's economy. As it does so, there is also a growing social expectation to do it in a sustainable and socially impactful way.

BERGÉ, as a leading logistics operator in logistics services and solutions, is committed to the development of the sector and therefore is **passionately committed to reducing the impact of its activities on the people and communities in which it operates.**

This **Human Rights Policy** (hereinafter the "Policy") develops the principles of respect for the personal dignity and individual rights of all individuals, and is based on internationally accepted conventions on the defence of Human Rights, in particular the United Nations Global Compact, and the principles of conduct published by the International Labour Organisation (ILO) and the OECD.

BERGÉ shall promote the application of the principles contained in this Policy among its suppliers and collaborators.

## 2. Scope

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This Policy is addressed to all professionals of **Bergé Infraestructuras y Servicios Logísticos, S.L. and its subsidiaries** (hereinafter, "BERGÉ").

Bergé Infraestructuras y Servicios Logísticos, S.L. and its Subsidiary Corporations, subsidiaries being understood to be those companies in which Bergé Infraestructuras y Servicios Logísticos, S.L. holds a stake in the share capital that gives it control, in accordance with the provisions of article 42 of the Commercial Code.

The Policy constitutes a binding internal rule for all BERGÉ professionals, regardless of their geographic, hierarchical, or functional location, and regardless of the contractual modality that determines their relationship with BERGÉ.

### 3. General principles of conduct

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The following principles outline the key points by which we understand our commitment to human rights:

- + Respect for current legislation: comply with applicable legal requirements in accordance with legal regulations, applicable collective bargaining agreements and BERGÉ's Code of Conduct and internal policies and procedures.
- + Respect for personal dignity: upholding the value of people, their rights, and their overall well-being wherever we operate.
- + Promote a culture of respect for human rights and actions aimed at raising the awareness of BERGÉ professionals in this area.
- + Preventive action: identifying and assessing potential risks to people and communities arising from the development of our activities, seeking proactive management of possible impacts on human rights that allow us to combat them at source.
- + Remediation: providing corrective measures to counteract damage where early identification has not been possible.
- + No complicity: BERGÉ shall promote and require its suppliers and main stakeholders to establish internal policies and procedures that promote respect for Human Rights, avoiding relationships with third parties that do not offer guarantees of compliance.
- + Balance in the relationship: generating mutually valuable business relationships in which we do not make a profit for the business that harms people's rights.

## 4. BERGÉ's commitments to its stakeholders

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BERGÉ's commitment to respect for human rights is embodied in the following aspects:

### 1. Protect the fundamental human rights of our workers.

Bergé is committed to respecting and promoting respect for the principles and rights set out in the ILO (International Labour Organization) Declaration on Fundamental Principles and Rights at Work by developing internal policies and procedures that establish the necessary measures to ensure:

- + Respect for individual workers' rights (adequate working conditions, fair wages, right to strike, etc.).
- + freedom of association and the right to collective bargaining.
- + the elimination of forced, bonded or compulsory labour and the rejection of all other forms of modern slavery and trafficking in human beings.
- + the prohibition of child labour in own and suppliers' operations.
- + equality of opportunity and treatment for all people regardless of their individual circumstances or conditions.
- + the persecution and eradication of any kind of discrimination, harassment and conduct or actions that violate the dignity and freedom of individuals.
- + inclusion of people with disabilities.
- + protection of the right to maternity and paternity.

### 2. Protect the human rights of people along our value chain and in the communities in which we operate, related to operations, products or services provided directly by us or by our business partners or in our business relationships. This takes concrete form in:

- + Extending our involvement to our suppliers and business partners, requiring evidence of their commitment to respect and protect human rights, and incorporating independent verification and certification measures in our business agreements.

- + Promoting respectful treatment of human rights in all our workplaces, prioritising the dignity of individuals, and establishing monitoring systems and complaint mechanisms.
- + Respect for the rights and traditions of the communities in which we operate.
- + Implementing work culture systems that provide for training, awareness-raising, and observance of a human rights philosophy on an ongoing basis.

**3. Bergé shall regularly monitor the potential human rights impact of activities on our stakeholders.**

- + On a regular basis, Bergé shall conduct an analysis to identify and prioritise weaknesses in our internal policies and procedures for the recognition and protection of human rights.
- + Enable communication channels with all our stakeholders to establish a dialogue between the social partners aimed at the exchange of experiences and early detection of possible negative consequences in terms of human rights arising from BERGÉ's activities.

**4. Repair any damage caused for human rights.**

- + If Bergé detects that it has caused or contributed to a negative human rights impact, we will actively participate in remedying the harm and taking measures to ensure its future prevention.

## **5. Acceptance and compliance**

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This Policy is disseminated to all employees and collaborators, who are obliged to comply with it from the moment they join BERGÉ and during their professional performance for the same, and a written record shall be kept. It will also be the subject of communication, training and awareness-raising actions for its timely understanding and implementation.

## 6. Validity

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The Policy has been approved by the **BERGÉ Board of Directors**, is incorporated into the internal regulations, and may be reviewed and/or modified to adapt to the needs resulting from applicable regulations, technological advances, and other relevant changes in the organisation.

The updating of successive versions of the Policy and/or other documents necessary to comply with its provisions shall be the responsibility of the GRC Area.

In line with the spirit of continuous improvement, BERGÉ undertakes to review its content periodically to faithfully reflect the current situation of the Company.