



# HUMAN RIGHTS

Corporate Policy: Human Rights

September 2021

## 1. INTRODUCTION

The focus of our organization is on our People and our Purpose: “to create value for the advancement of humanity through products developed by people who believe in the wellbeing of our planet.” In this way, our brand positions our company as responsible in assuring value creation for our stakeholder groups. This, in turn, guides our actions in being accountable for assuring respect for human rights, making a positive impact wherever we do business and strengthening sustainable management.

Our declaration is framed within the international guidelines we have adopted in the context of corporate business management, including:

- The United Nations (UN) 1948 Declaration of Universal Human Rights
- The United Nations Guiding Principles on Business and Human Rights - we are active members of the Global Compact Network
- International Labor Organization (ILO) Principles
- National regulations pertaining to Employee Relations

## 2. OBJECTIVE

The objective of this Policy is to guide our actions in complying with human rights in our organization: To ensure that everyone who is part of Molymet – employees, suppliers, customers, communities, shareholders and authorities – is treated equally and fairly, with dignity and respect.

## 3. SCOPE

This Policy applies to all Molymet subsidiaries.

## 4. OUR PRINCIPLES:

### 1. Fulfillment of international commitments and compliance with local regulations

Molymet and its subsidiaries are committed to complying with international commitments for the protection of human rights. Namely: The United Nations Universal Declaration of Human Rights which, together with the 2 covenants - the International Covenant for Civil and Political Rights, and the International Covenant for Economic, Social and Cultural Rights - make up the International Bill of Rights; and the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work. We are also signatories to the United Nations Global Compact through the Global Compact Network, whose guiding principles 1 and 2 refer to human rights issues. Lastly, we comply with national labor regulations in the countries where we operate.

### 2. Rejection of child labor

Molymet and its subsidiaries reject child labor in all its forms.

### 3. Rejection of forced or compulsory labor and human trafficking

Molymet and its subsidiaries reject all forms of forced or compulsory labor and human trafficking.

### 4. Ensuring safe working environments

Molymet and its subsidiaries provide safe and healthy working environments and ensure regulatory compliance in order to promote a preventive and proactive health and safety culture within the framework of sustainability and operational excellence.

### 5. Ensuring a diverse and inclusive workplace

Molymet and its subsidiaries are committed to promoting diverse and inclusive workplaces, rejecting any discriminatory act based on race, ethnicity, gender, sexual orientation, nationality, illness or disability, social origin, marital status, political opinion, socioeconomic situation, unionization or union membership, or any state of vulnerability, in order to respect the dignity of all people.

## 6. Promote a workplace free of sexual or work-related harassment

Molymet and its subsidiaries reject any act of harassment, be it work-related, sexual or any conduct that to any degree affects the dignity of people. Such conduct is neither accepted nor permitted in work environments at Molymet and its subsidiaries.

## 7. Fair working conditions

Molymet and its subsidiaries encourage payment of fair and competitive salaries in an environment free of discrimination, while promoting gender equity, the right to take breaks and objective performance evaluation based on competencies.

## 8. Freedom of Association

Molymet and its subsidiaries respect the right of their employees to be or not be members of their respective unions, facilitating communication and labor relations with their legitimate representatives, within the framework of freedom of association and collective bargaining.

## 9. Risk Management

Molymet and its subsidiaries establish due diligence processes as a tool for managing risks and potential impacts related to human rights in labor practices, in order to respect, safeguard and remedy negative effects of any human rights violations of individuals as a result of industrial activity. The implementation of fair and reasonable corrective measures is also encouraged in the face of negative consequences.

# 5. WHISTLEBLOWER CHANNEL

The complaints (whistleblower) channel is confidential and operates through:

- a) The web platform <https://molymet.com/nosotros/linea-etica/>
- b) Email addressed to the direct superior, who in turn will forward the complaint to the Crime Prevention section of the Risk & Compliance Vice-Presidency
- c) Physical means defined by the subsidiary to ensure the anonymity of the whistleblower.

## 6. RELATIONSHIP TO THE CODE OF CONDUCT

This Policy is linked to what is stipulated in the Molymet Code of Conduct and the matters it addresses as well as to the Organizational Values Policy and Business Principles.

## 7. PUBLICATION AND FORMALIZATION

This policy will be published on the corporate intranet and on the company website and for each update, a corporate email will be sent out indicating the relevant changes.



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JOHN GRAELL M.  
CHIEF EXECUTIVE OFFICER

