



# DERECHOS HUMANOS

Corporate Instructions on Human Rights

(March 2024 version)

## 1. INTRODUCTION

The focus of our organization is people and our Purpose "to create value for the evolution of humanity, through products developed by people who think about the well-being of the planet" positions us in the market as a company responsible for ensuring the creation of value for its stakeholders and consequently responsible for guaranteeing respect for human rights. generating positive impacts and strengthening the sustainable management that guides our actions.

Our declaration is part of the international guidelines that we adopt in the context of corporate corporate management, such as:

- United Nations Universal Declaration of Human Rights of 1948
- The United Nations (UN) Guiding Principles on Business and Human Rights, working actively as members of the Global Compact Network,
- Principles of the International Labour Organization (ILO),
- National regulations associated with the relationship with employees.

## 2. OBJECTIVE

The objective of this Instruction is to ensure the dignified, respectful, equal and equitable treatment of all those who are part of Molymet, collaborators, suppliers, customers, communities, shareholders and authorities, taking responsibility for ensuring compliance with human rights in our organization.

## 3. SCOPE

This Instruction is valid for all Molymet subsidiaries.

## 4. OUR PRINCIPLES:

### 1. Compliance with international commitments and local regulation

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

### 2. Rejection of child labour

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

### 3. Refusal of forced or compulsory labour and human trafficking

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

### 4. Ensure safe work environments

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

### 5. Ensure a diverse and inclusive environment

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

## 6. Promote a work environment free of workplace and sexual harassment

Molymet and its subsidiaries reject any act of harassment, whether at work, sexual or any conduct that affects the dignity of people to any degree. Such conduct is not accepted or permitted in the work environment of Molymet and its subsidiaries.

## 7. Fair working conditions

Molymet and its subsidiaries promote the payment of fair and competitive remuneration in an environment free of discrimination, while promoting gender equity, the right to rest and objective performance evaluation by competencies.

## 8. Freedom of Association

Molymet and its subsidiaries respect the right of employees to be part or not 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 the due diligence process as the tool for managing risks and potential impacts related to human rights in labor practices, in order to respect, protect and remedy negative effects against any violation of the human rights of individuals as a result of industrial activity. It also encourages the implementation of fair and reasonable reparation measures in the face of negative consequences.

# 5. WHISTLEBLOWING CHANNEL

The whistleblowing channel is confidential and operates through:

- a) <https://molymet.com/nosotros/linea-etica/> Platform
- b) Email addressed to the direct superior who will send the complaint to the Crime Prevention area of the Vice Presidency of Compliance and Risk
- c) Physical means defined by the subsidiary that ensure the anonymity of the whistleblower

## 6. RELATIONSHIP WITH CODE OF CONDUCT

This Instruction is linked to the provisions of the Molybdenum Code of Conduct and its subjects, as well as to the Manual of Organizational Values and Principles of Action.

## 7. PUBLICATION AND OFFICIALIZATION

The instructions will be published on the corporate intranet and on the company's website and for each update a corporate email will be sent indicating the relevant changes.



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EDGAR PAPE A.  
EXECUTIVE CHAIRMAN

