

HUMAN

RIGHTS

POLICY



El Puerto de Liverpool

Version number: V.2

Last updated: 19-April-2024

A. OBJECTIVE

To establish guidelines for El Puerto regarding the promotion of and respect for Human Rights, in line with our values, our **Code of Ethics**, and our **Code of Conduct and Integrity**.

B. SCOPE

This policy applies to all employees, shareholders, contractors, suppliers, commercial partners, or other outside parties with an interest in any of the companies that make up El Puerto.

C. RULES

At El Puerto, we know that business plays an important role in recognizing, promoting, and respecting Human Rights, so we have developed this policy based on international best practices in the field, as well as our own commitment.

1. On this basis, and according to our internal policies, we respect, support, and recognize the following Human Rights:

- a) Dignified working conditions and eradication of slavery and child labor:** We promote a favorable work environment within the organization, and we prohibit involvement in any form of forced or child labor.
- b) Freedom of Association and Collective Bargaining:** We respect our employees' right to free association and union membership, and their right to negotiate collectively under the terms of the applicable laws and regulations.
- c) Discrimination and violence-free workplace:** We foster respectful and inclusive work environments and avoid any conduct that may directly or indirectly encourage violence of any kind or any cruel, inhuman, or degrading treatment of any person, and we provide equal pay to men and women.
- d) Well-being and social security:** We ensure a good quality of life for our employees by providing safe workplaces free of occupational hazards.
- e) Respect for privacy and protection of personal data:** We handle personal information responsibly and treat it with confidentiality and transparency, in compliance with existing laws and regulations.

- f) Respect for the rights of peoples and communities:** We recognize the cultural heritage and collective intellectual property of indigenous peoples and communities.
- g) Sustainability and environment:** We promote the principles of sustainability and environmental care.
- h) Education and access to technology:** We support the educational advancement of our employees by offering continuous training through the many programs provided by Liverpool Virtual University (UVL).
- i) Anti-corruption:** We express our commitment through our zero-tolerance policy on corruption and bribery.
- j) Transparency and compliance:** We respect the law and report on our operations truthfully and accurately through our various financial reports.
- k) Respect for free competition:** We support open and fair competition.

Management system

2. To comply with this policy:

- a)** We have a Compliance and Integrity Program that monitors and guarantees respect, recognition, and promotion of Human Rights in all policies and procedures.
- b)** We have an Integrity and Compliance Committee, in charge of overseeing policies pertaining to the respect, recognition and promotion of Human Rights.
- c)** Each area of the Company has policies and procedures for coordinating and implementing all compliance activities specified in those documents, and for training and raising employee awareness of these matters.
- d)** The Internal Audit Area is responsible for evaluating the effectiveness of the compliance model.
- e)** Failure to comply with this policy will result in the sanctions determined according to our internal policy, notwithstanding any legal action the company may decide to take.

f) Any failure to comply with this policy or knowledge of any conduct of this type should be reported to Línea Ética through the following channels:

- **Web page:** www.lineaetica.org.mx
- **E-mail:** contactanos@lineaetica.org.mx
- **Phone:** 800-633-8133
- **WhatsApp:** 55-34-88-88-95