



RCME S.L. Human Rights Policy Statement

At RCME S.L., we are committed to upholding and promoting the fundamental principles of human rights in all aspects of our operations. We recognize our responsibility to respect and support internationally recognized human rights standards, including those set forth in the **Universal Declaration of Human Rights**, the **International Labour Organization's Core Conventions**, the **United Nations Guiding Principles on Business and Human Rights**, and other key frameworks such as the **OECD Guidelines for Multinational Enterprises**.

Our Commitments:

1. Respect for Human Rights:

- We are dedicated to ensuring the dignity, rights, and freedoms of all individuals impacted by our business activities, including employees, contractors, suppliers, and local communities.
- We are committed to respecting the rights of vulnerable populations, including women, children, minorities, persons with disabilities, migrant workers, and indigenous peoples, in line with relevant international conventions.

2. Fair and Ethical Labor Practices:

- We promote safe, healthy, and inclusive workplaces free from discrimination, harassment, and exploitation.
- We oppose all forms of forced labor, child labor, and human trafficking.
- We support fair wages, reasonable working hours, and the right to freedom of association and collective bargaining, in alignment with the **ILO Core Labor Standards**.

3. Non-Discrimination and Inclusion:

- We value diversity and are committed to equal opportunities for all, irrespective of race, gender, religion, sexual orientation, age, disability, or any other characteristic.
- We actively promote gender equality and adhere to the **Convention on the Elimination of Discrimination Against Women**.
- We create inclusive workplaces for persons with disabilities and provide reasonable accommodations to ensure accessibility.



4. Community Engagement and Impact:

- We actively seek to minimize adverse impacts on local communities and the environment.
- We respect the rights of indigenous peoples in accordance with the **UN Declaration on the Rights of Indigenous Peoples (UNDRIP)**, safeguarding cultural heritage and promoting community wellbeing.
- We protect against unlawful eviction and unauthorized appropriation of land, forests, or water, ensuring meaningful consultation with affected communities.

5. Supply Chain Responsibility:

- We expect our suppliers and partners to adhere to similar human rights principles.
- We conduct due diligence to identify and address potential risks of human rights violations, including child labor, forced labor, and environmental harm, throughout our supply chain.

6. Environmental and Social Responsibility:

- We are committed to sustainable practices and compliance with key environmental conventions:
 - **Prohibition on Environmental Harm:** Preventing harmful soil change, water and air pollution, noise emissions, and excessive water consumption.
 - **Minamata Convention on Mercury:** Ensuring responsible mercury use, production, and disposal.
 - **Stockholm Convention on Persistent Organic Pollutants (POPs):** Avoiding harmful chemicals in our processes.
 - **Basel Convention on Hazardous Waste:** Safeguarding health and the environment through proper waste handling and disposal.

7. Remedy and Accountability:

- We are committed to providing accessible grievance mechanisms to address concerns related to human rights.
- We will take appropriate corrective action if any adverse human rights impacts arise from our operations or relationships.
- We prohibit the misuse of private or public security forces in ways that interfere with human rights.



Governance and Continuous Improvement:

We integrate human rights considerations into our business policies, risk management processes, and decision-making. Our leadership team ensures oversight and accountability for human rights compliance and actively reviews our practices to align with evolving standards and stakeholder expectations.

Stakeholder Engagement:

We are open to dialogue with employees, communities, and stakeholders to identify, address, and improve our human rights performance. We actively participate in collaborative efforts to promote human rights, sustainable development, and ethical business practices.

At RCME S.L., respect for human rights is fundamental to who we are and how we operate.

This commitment reinforces our dedication to ethical business practices, social responsibility, and environmental sustainability. Through our policies and actions, we strive to make a positive impact on individuals, communities, and the planet.

Approved by:

Johannes Meijer



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