



PS CORP Human Rights Policy

PS CORP is committed to developing an organizational culture that implements a policy of support for internationally recognized human rights and seeks to avoid complicity in human rights abuses. We support the principles contained in the Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights, and the ILO Core Conventions on Labor Standards.

PS CORP seeks to identify, assess and manage human rights impacts within our value chain in accordance with the following objectives:

1. Employees

- a. Respect the human rights of our employees, including non-discrimination, prohibition of child labor, forced labor and slavery, freedom of association and the right to engage in collective bargaining.
- b. Discrimination in labor relations is prohibited. All persons have the right to apply for a position in PS CORP companies and to be considered for a new position, in accordance with the entry requirements and merit criteria, without arbitrary discrimination. All employees at all levels must cooperate to maintain an environment of respect regardless of personal differences. PS CORP considers unacceptable any type of harassment or annoying behavior that has to do with race, sex or other personal characteristics, whose purpose and effect is the violation of the dignity of the person subject to such harassment or behavior, both inside and outside the workplace.

2. Suppliers and contractors

Evaluate and select key suppliers and contractors, taking into account our company's social responsibility and human rights policies, monitor their performance when appropriate. Promote the implementation of the ILO Declaration on Fundamental Principles and Rights at Work through engagement and collaboration when necessary. Ensure that there is no child, forced, trafficked or bonded labor in our operations.

3. Society

Participate when appropriate in public affairs in an impartial and responsible manner to promote internationally recognized human rights. Maintain the highest standards of business ethics and integrity.

4. Local communities

Respect the cultures, customs and values of the people in the communities in which we operate. Contribute, within the scope of our capabilities, to promote the fulfillment of human rights through the improvement of economic, environmental and social conditions and serve as a positive influence in the communities in which we operate.

Have an open dialogue with stakeholders and participate in community activities. Ensure that physical security resources are consistent with



international best practice standards and the laws of the countries in which we operate.

Declaration of Human Rights

PSCORP is committed to developing an organizational culture that implements a policy of support for the internationally recognized human rights contained in the Universal Declaration of Human Rights and seeks to avoid complicity in human rights abuses.

Our commitment to the application of human rights is set out in the PS CORP Group's Human Rights Policy and Social Responsibility Policy. Key issues are incorporated in our code of ethics.

Date: April 2023