

HUMAN RIGHTS POLICY

CUPA-GROUP
Since 1892



1. Introduction

With this policy Cupa Group assumes its responsibility for respecting the Human Rights of all the people with whom it interacts, be they employees or third parties, considering it fundamental for our sustainability and for the communities in which we operate. The policy has been designed in accordance with all the international human rights principles in the Universal Declaration of Human Rights, the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, the United National Global Compact, and the United Nations Guiding Principles on Business and Human Rights.

It is also in harmony with the company's values (commitment, integrity, effort, austerity and leadership) and with its code of ethics.

KPIs have been defined associated with the established principles and their corresponding targets which are disseminated and monitored periodically.

2. Objective

The objective of this Policy is to formalize Cupa Group's commitment to the human rights recognized in national and international legislation and to define the principles applied to ensure due diligence on human rights matters.

This commitment transcends people in the company and includes those who collaborate along the value chain and all the communities that live in areas where the company operates.

3. Sphere of application

This policy applies worldwide to all companies in which Cupa Group has a majority shareholding.

4. Principles

4.1. Protect the Health and Safety of our employees and suppliers

At Cupa Group we consider that the health and safety at work of our employees and suppliers is a fundamental objective and so we are committed to complying with all the applicable laws and regulations on health and safety integrating prevention in line management and considering all stakeholders.

4.2. Promote equality and prevent discrimination

All Cupa Group employees should have equal opportunities and so the Company is committed to equality and non-discrimination from the outset, during recruitment and hiring and at all subsequent moments and in decisions such as promotions, salary increases, etc. always ensuring the absence of discrimination on the grounds of sex, age, religion, race, origin, marital status, sexual orientation, disabilities or social condition.

4.3. Reject child labor and forced or compulsory labor

Cupa Group rejects child labor guaranteeing that in all its companies the minimum working age is controlled according to ILO standards. It also rejects any form of forced or compulsory labor ^[1].

4.4. Guarantee freedom of Trade Union Membership

Cupa Group respects the rights of employees to join and seek advice and representation from Trade Union organisations and to have them present during formal workplace meetings or hearings.

4.5. Guarantee violence-free workplaces

At Cupa Group we guarantee that our workplaces are free of violence, harassment, intimidation and any other unsafe or unsettling condition due to internal or external threats.

4.6. Provide quality jobs

Cupa Group employees receive fair remuneration, suited to their training, experience, responsibilities and duties, and always in compliance with the Employment Rights Act. Cupa Group has a firm commitment to stable employment.

4.7. Commitment to our Suppliers

At Cupa Group we are committed to our suppliers and we make them part of our project, we diffuse this policy and keep channels open to establish fluid, positive communication.

^[1] If required, UK companies must publish annually "Modern Slavery Act".

4.8. Environmentally friendly

Cupa Group undertakes to provide the resources to ensure its activities do not negatively impact on the traditional ways of living and working of the people living in the areas where it operates, respecting their environment, diversity, culture, customs and values.



Javier Fernández
CEO Cupa Group
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