

Human Rights Policy

At M4TS, the focus of our concern is on operating responsibly, transparently and efficiently, with a long-term vision and respect for the human rights of all our collaborators.

Our undertaking is to respect and fulfil all internationally recognized human rights. These rights include those indicated in the International Bill of Human Rights, which includes the Universal Declaration of Human Rights.

- We proactively seek the non-violation of human rights and act in accordance with the UN Guiding Principles on Business and Human Rights. We do not tolerate acts at odds with these rights that could be committed by our employees, workers in our supply chain or third parties in any way related to our operations.
- We place particular emphasis on avoiding behaviours that constitute any form of exploitation, slavery or human trafficking, both in our operations and in our supply chain, and we do not tolerate the use of child, forced or slave labour in any operation of M4TS companies or its supply chain.
- We are committed to avoiding discrimination of people, based on race, color, gender, religion, political opinion, nationality or social origin, and harassment of the people employed by our company.
- We strive to carry out appropriate due diligence in order to identify, prevent, mitigate and respond to the possible negative consequences of our activities as regards human rights.
- In all our operations, we strive to have complaint mechanisms so that potentially affected people can inform M4TS of any situation with a possible impact on human rights.
- We seek to continually update and improve our practices, standards, policies, procedures and complaint mechanisms so as to ensure respect for human rights.
- We respect the rights, culture and heritage of the communities that host our operations and projects. We maintain continuous dialogue with them to maximize the benefits of our activities for the territories and communities where we operate and to reduce the possible negative impacts of these activities.
- We recognize and respect the rights, culture and traditions of all indigenous peoples and exercise special care in the case of those groups living in the vicinity of our operations and projects.
- We promote awareness of this Policy among our collaborators and we hope they comply with this commitment.

This Policy applies to all M4TS companies, which will seek to ensure that it also applies to contractors and companies in the supply chain, as well as to all persons and entities with which we have business relationships.

