

ID: 00.01	Declaration of Respect for Human Rights	
Version: 1.0	Owner: RRHH, IT & SSGG	Clearance level: Public
Issued: 03/07/2024	Level: I	Page: 1 of 4

DECLARATION OF RESPECT FOR HUMAN RIGHTS

Draft

Reviewed

Approved

RRHH


IT

SSGG

Date: 25/05/2024

Date: 01/06/2024

Date: 03/06/2024

ID: 00.01	Declaración de respeto a los derechos humanos	
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1. AIM

The objective of this declaration is to establish Entiba Energy's commitments regarding the respect and promotion of human rights, as well as the adoption of ethical and responsible practices in all its business activities.

2. SCOPE


This document applies to all Entiba Energy employees and stakeholders. It is the responsibility of all the natural and legal persons mentioned, regardless of the function they perform, to know, enforce and comply with this document.

3. DECLARATION OF RESPECT FOR HUMAN RIGHTS

Entiba Energy respects **all internationally recognized human rights**, and especially those that affect our business activity. Entiba Energy is likewise committed to promoting, leading by example, respect for human rights throughout its value chain, regardless of their nature, the location, and considering all stakeholders, including staff, clients, business partners. and suppliers.

- Entiba Energy is committed to carrying out its activity in strict compliance with regulations and in accordance with ethical standards and professional conduct, including the Ten Principles of the United Nations Global Compact and the Guiding Principles on Business and Human Rights
- Entiba Energy is committed to ensuring fair and favorable working conditions, with remuneration based on the principle of fair remuneration for work and guarantees the right to rest and free time.
- Entiba Energy is committed to promoting an inclusive, respectful, safe and healthy work environment, with equal opportunities where diversity is valued and mutual respect is encouraged, guaranteeing fair and equitable working conditions.
- Entiba Energy is committed to establishing a confidential, effective and accessible reporting channel for all employees and other interested parties in order to report possible human rights violations.
- Entiba Energy is committed to continuing to promote greater environmental responsibility.

To guarantee compliance with the commitments made in this declaration, Entiba Energy will annually carry out a human rights risk analysis, involving the different interest groups in this process, and carrying out measures to mitigate the identified risks.

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In addition, all people at Entiba Energy and its stakeholders who are aware of or suspect any breach of the commitments made in this statement may report it through the Entiba Energy complaints channel.

Firmado: director general de Entiba Energy.

4. ANNEXES

N/A

5. CHANGES COMPARED TO THE LATEST VERSION

Version:	Description of change
1.0	Initial version

Signed: CEO of Entiba Energy.

ANNEXES

There are no annexes.

CHANGES COMPARED TO THE LATEST VERSION