



Human Rights and Labour Policy

The Management of TANCAMED, S.A., aware of its role as an economic actor and as an employer, undertakes to respect and promote human rights and the fundamental rights at work in all of its operations and business relationships, in line with the principles of the Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights, the fundamental ILO Conventions, the United Nations Global Compact and the requirements of the SQAS scheme.

This Policy applies to all permanent and temporary personnel of TANCAMED, S.A., and to all subcontractors, suppliers and other interested parties with whom the Company enters into business relationships.

Management hereby declares and undertakes to:

- Non-discrimination: ensuring equal treatment and equal opportunities in access to employment, training, promotion, remuneration and working conditions, with no discrimination on the grounds of race, colour, national or social origin, sex, sexual orientation, gender identity, age, religion, political opinion, marital status, family situation, disability, pregnancy, trade-union membership or any other personal circumstance.
- Prohibition of child labour: TANCAMED, S.A., does not employ, and does not allow the employment of, minors below the applicable legal minimum age and in no case below 16 years of age, in accordance with the Spanish Workers' Statute and ILO Conventions 138 and 182. Hazardous work by persons under the age of 18 is prohibited.
- Prohibition of forced labour: the Company does not use or tolerate any form of forced, compulsory or bonded labour, involuntary prison labour or human trafficking. All work is voluntary and workers are free to terminate their employment subject to the agreed notice period.
- Freedom of association and collective bargaining: workers' right to freely form and join trade unions and to bargain collectively on working conditions is recognised, in accordance with applicable legislation.
- Fair wages and lawful working hours: TANCAMED, S.A., guarantees the timely payment of wages in accordance with the applicable collective bargaining agreement, and compliance with working hours, rest periods, holidays and overtime as established by law and by collective agreement.
- Work environment free from harassment and violence: express prohibition of sexual, sex-based, moral or psychological harassment and of any form of violence, intimidation or degrading treatment in the workplace. The Company has in place a harassment prevention and response protocol.
- Health and safety: provision of a safe and healthy working environment, in accordance with Spanish Law 31/1995 on Occupational Risk Prevention and the Company's OH&S management system.
- Privacy and dignity: respect for workers' privacy and personal dignity, and protection of their personal data in accordance with the GDPR and the Spanish LOPDGDD.

- Work-life balance, in accordance with the Equality Plan and applicable legislation.
- Extension to the supply chain: requiring and verifying compliance with these principles by subcontractors and suppliers through contractual clauses and evaluation processes.

TANCOMED, S.A., implements the following mechanisms:

- Formal public commitment available on the corporate website and communicated to all personnel and interested parties.
- Transparent recruitment procedure, formally communicated to all candidates.
- Annual individual performance appraisal based on objective criteria and offering professional development opportunities.
- Equality Plan and harassment protocol in accordance with Spanish Organic Law 3/2007.
- Internal reporting channel for breaches, ensuring confidentiality and protection against retaliation (Spanish Law 2/2023).
- Periodic training of personnel in human rights, non-discrimination, ethics and harassment prevention.
- Internal audit of compliance with this Policy as part of the integrated management system.

TANCOMED, S.A., applies a human rights due-diligence process aimed at identifying, preventing, mitigating and accounting for the actual or potential adverse impacts arising from its activities, products or services. Where an adverse impact is identified, the Company will adopt corrective measures and, where applicable, contribute to remediation.

This Policy is disseminated to all interested parties and will be reviewed at least annually by Management, and whenever significant regulatory changes occur.

Managing Director, Tancomed S.A.
Approval date: 12.01.2026