

HUMAN RIGHTS PROMOTION AND RESPECT POLICY STATEMENT

Within the framework of our corporate purpose, "**Maintaining a Better World**", from Top Management we make visible our leadership and commitment to the effective implementation of **ORION**, our **Operating Management System (OMS)**. We recognize and reaffirm our organizational commitment to respect, protect and address, with due diligence, all the impacts related to Human Rights generated and derived from our operations and presence in the environment. For this reason, and with the firm intention of continuing to move forward to "**Be the Industry Reference. Every day, Everywhere.**", we seek to align our strategy and actions to:

- Universal Declaration of Human Rights.
- The guiding principles on business and human rights of the United Nations Organization.
- Voluntary principles on security and human rights.
- National legislation.
- The Company's Sustainability Policy.

Through the adoption of an integrated approach, across all areas and involving our subcontractors in the supply chain, the Company is committed to:

- Avoiding child labour or any other form of forced and compulsory labour, and not have any commercial relationship with those who do not comply with this principle.
- Creating a work environment where everyone feels responsible, safe and free.
- Do not tolerate discrimination. Non-discriminatory behaviour
- Respecting our employees' right to association and supporting the rights of individuals to represent themselves.
- Applying working hours and remuneration practices in accordance with current labour legislation.
- Generating social, economic and environmental value in our operational areas.
- Respecting the rights of all ethnic groups and communities, in the development of our projects. Taking the necessary measures to promote respect for the uses, customs and culture of all ethnic groups and communities where we interact.
- Privileged spaces for dialogue with our stakeholders as the most effective way to address issues related to Human Rights.
- Promoting practices that reflect respect for gender equality.
- Avoiding ties with illegal groups or persons who operate outside the law.
- Identifying, preventing, mitigating, and compensating in cases of impacts on Human Rights.
- Conducting business with suppliers and subcontractors that respect and do not negatively affect human rights, and are committed to complying with this policy.
- Including the identification of Human Rights risks within the Corporate Risk Management System.

The implementation of this policy is based on the understanding and preparation of due diligence, identifying early the potential impacts of all our activities on Human Rights, seeking respect and timely attention, making our operation viable from a preventive approach. We will inform our stakeholders about our complaints channels through our Petitions, complaints, claims and denunciations Management Procedure and the Ethics Line as confidential information and reporting mechanisms. The Company's performance regarding Human Rights will be communicated through the annual Sustainability Report.

Compliance with the provisions of this policy requires commitment and participation at all levels and is necessary to generate an organizational culture based on safety, integrity, teamwork, client focus, and excellence; our core values.

The statement of this policy is communicated and has mandatory applicability for all current and prospective employees, suppliers, contractors, visitors and other third parties who work under our operational control. It will be reviewed annually to ensure that it is relevant and appropriate. All employees are responsible for ensuring that this policy is actively implemented and they should be aware of their personal responsibility to each other, with our clients, stakeholders and communities.

ValidSigned por Reinaldo Rodriguez
el 09-03-2023

REINALDO RODRÍGUEZ GONZALEZ
Regional Vice President Latam
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