



# HUMAN RIGHTS POLICY

P-P&L-002

## Context

MCA understands that Human Rights are intrinsic to the human condition, and are therefore contemplated as non-transferable, indivisible, and universal. Being of extreme importance for our employees, contractors, shareholders, investors, customers, and communities where we operate, aware that morally should be respected throughout all our operations and value chain.

In line with the UN Guiding Principles on Business and Human Rights, we base our commitment on the human rights policy of the Declaration of Human Rights and follow the OECD guidelines for multinational enterprises, as well as, we have a duty to respect all internationally recognized human rights as relevant in all our operations.

## Company Position

MCA is committed to:

- Reject any form of forced labour, child labour and human trafficking, respecting local legislation, as well as with what is established in the ILO Convention, being aware that they constitute risks that must be rigorously assessed along the entire value chain.
- Promote a culture of tolerance, rejecting any form of discrimination, based on ancestry, gender, ethnicity, sexual orientation, family situation, nationality, religion, social status, marital status, political ideology or any type of physical limitation or disability. Ensuring a healthy work environment and ensuring equal opportunities, free from discrimination, sexual harassment and morals from intimidation or violence.
- Recognize and support freedom of association and the right to collective bargaining, promoting freedom of expression based on constructive and beneficial dialogue for the parties involved, trade union activity and interaction with the workers Commission or other legally constituted organization.
- Promote an equitable remuneration of its employees, based on their qualifications, experience, responsibility and function, in accordance with the provisions of the legislation, the ACT and the internal remuneration policies, not being accepted any type of discrimination regarding their personal development, continuous training, privacy of their personal data, respect for rest times, access to social protection schemes and encouraging work, family and personal life balance.
- Not to allow any form of harassment, workplace violence and abuse, punishing all behaviour with the aim or effect of humiliating, intimidating, or threatening or any other form of physical, verbal, or psychological coercion, always promoting dignity and respect for the human being in the workplace.

- Provide access to decent employment, ensuring employees a safe and healthy work environment, fair and equitable remuneration, their personal development and continuous training, the privacy of their personal data, respect for rest times, access to social protection schemes and encouraging work, family, and personal life balance.
- Support the promotion of Human Rights in all the surrounding communities where it operates, with due attention to the most deprived and unprotected segments of society, with local, national, or international entities, contributing to the development and social mobility to minimize the negative impact of their activities on the customs and traditions of the members of these communities.
- Provide a specific and confidential channel of communication, open to inform, anonymously, violations of the established, including issues related to Human Rights ensuring adequate scrutiny of security professionals at its service, as well as their training to ensure understanding and correct action in situations of potential or actual conflict.
- Avoid, whenever possible, displacement and resettlement of communities. Where it is unavoidable, identify the actions necessary to obtain the free, prior, and informed consent of the communities involved to obtain mutually healthy agreements.
- Encourage suppliers, partners, and customers to respect Human Rights, which include compliance with the law, good environmental and labour practices, and the application of these principles in their own hiring process, reserving the right to terminate relationships when any of its violation.
- Ensure risk management processes and monitoring of human rights performance and ensure their dissemination to all stakeholders.

## Final declaration

Regarding the challenges that MCA encounters in the geographies and communities where it operates, it is committed to respecting, developing and fulfilling Human Rights with all parties involved (employees, communities, suppliers, partners and customers) and to adopt measures aimed at preventing their action from arising, directly or indirectly, in abuses or violations of human rights contemplated internationally.