

OUR HUMAN RIGHTS POLICIES

In the SCHÜTZ Group (hereafter "SCHÜTZ") we are determined to promote a working environment which excels in mutual respect and consideration, cooperation, trust, integrity and dignity. These values are part of our core business principles, our SHEQ Policy and our Code of Conduct.

SCHÜTZ is also committed to comply with all applicable national and local rules, statutory provisions, employment laws and regulations as well as to the strict observance of Human Rights. Their application is extended to each one of our employees and we also expect our partners (suppliers, customers and third parties such as communities) to do the same.

Therefore, we adhere to the principles contained in the European Convention on Human Rights and the Universal Declaration of Human Rights, the International Covenants on Civil and Political Rights and Economic, Social and Political Rights, the United Nations Global Compact, the MNE Declaration, the OECD Guidelines for Multinational Enterprises and the International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at Work.

We have a strong commitment to the efficient and social standards and values which we operate and follow.

Consequently, our Human Rights position and its principles are embedded in our following policies:

- Non-Discrimination and Equal Opportunities at Work
- Working Conditions, Fair Employment Treatment and Prohibition of Harassment
- No Child, Forced or Compulsory Labor and Respect of Indigenous Rights

These principles are binding upon SCHÜTZ's business operations worldwide and shall be supplemented with respect to the local legal requirements. SCHÜTZ employees are to be made aware and familiar with these principles. We see the diversity of employees working together in daily businesses and projects as a great advantage and a big success factor.

WORKING CONDITIONS, FAIR EMPLOYMENT TREATMENT AND PROHIBITION OF HARASSMENT

SCHÜTZ complies with all applicable laws regarding work time, overtime, paid leave, parental leave, maternity leave, social security, wages and benefits as well as vacation entitlement.

Our employees have the right to get the proper documentation of their working relationship with SCHÜTZ and to leave employment in a lawful contractual way.

Wages are paid regularly and in full, at least at the legal minimum required according to national or local laws and industry benchmarks. We guarantee the fairness and competitiveness of our salary structure in all company's positions. Deductions from the basic salary as disciplinary measures will not be allowed, unless otherwise stated in law.

Benefits, premiums and bonuses are also paid on time and in full. They are paid according to job performance on an objective basis. Compensation and benefits will offer an adequate cover for the employee's standard cost of living.

In no cases will employees' working hours exceed the maximum set by applicable employment laws and other national rules.

The number of hours of overtime work will not go beyond the limitations applied to national employment laws. Overtime work will be paid with the supplemental premiums when and where legally required. In addition and above mandatory requirements SCHÜTZ has performance premium systems in place.

SCHÜTZ respects the right to rest and leisure of its employees granting at least one day-off per week working period. We tend to provide our employees with flexible work time to balance private life and business demands and requirements of the company. Vacation entitlement, which is regularly paid as legally stated, will be provided in our company. The shift systems are designed according to the up-to-date level of medical knowledge.

SCHÜTZ's employees will have the choice to join the organizations they prefer. If permitted by applicable laws, they may engage in collective bargaining.

It is the policy of SCHÜTZ to encourage career development and advancement within the company, offering ample training and educational opportunities and to facilitate them by ensuring the existence of an open, amiable, respectful and fair workplace.

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NON-DISCRIMINATION AND EQUAL OPPORTUNITIES AT WORK

SCHÜTZ ensures that diversity and equal employment opportunities are of great importance in its employment practices. The company provides fair opportunities to employees to develop their careers within its organization.

The promotion of diversity in the corporation facilitates a creative thinking and problem solving atmosphere which enables higher levels of competence, innovation and productivity.

No employment decisions will be made, no person will be discriminated against or disadvantaged, favored or ostracized because of race, national origin, gender, age, physical characteristics or appearance, social origin, disability, medical condition, union membership, faith or religion, family status, pregnancy, sexual orientation, gender identity, gender expression, skin color, ancestry, descent, political view, indigenous status or any other characteristic protected by the applicable laws.

Our employees are hired, recruited, promoted, trained, developed, assigned, paid, discharged, transferred, disciplined, terminated, compensated and selected taking into consideration objective requirements and characteristics, such as job ability, emphasized skills and other job-related factors.

SCHÜTZ embraces diversity in origin, background, point of view, culture, language, place of origin and thought because we understand that it enriches SCHÜTZ's activities and also enhances its business performance.

Within SCHÜTZ all employees are committed to maintain a working environment free of harassment of any kind, understanding it as any form of unwelcomed behavior toward another person in order to create an intimidating, hostile or offensive workplace, for instance, unwanted sexual conduct, threats or offensive comments, irrespective of the person who performs it (supplier, customer, colleagues or any other third parties). In general terms, it includes:

- Verbal conducts: Slurs or offensive, lewd remarks as well as abusive and derogatory comments at work.
- Sexual propositions and sexual gestures, leers or stares.
- Sexual abuse or threat.
- Mental or physical coercion.
- Corporal punishment or torture.
- Offering job benefits in exchange for sexual favors.
- Touching, kissing, patting, brushing up against someone or assault.
- Accessing and communicating sexually oriented or other inappropriate material through computer or other type of communication.
- Violating the office work rules.

Harassment based on an individual's protected class status including age, race, religion or faith, color, sex, gender identity, sexual orientation, national origin, marital status, ancestry or descent, mental or physical disabilities, veteran's status, pregnancy, childbirth, medical condition and others is clearly prohibited. Retaliation, insubordination, damage to company property and reckless operation of company equipment will also not be permitted in the workplace.

Harassment interferes with no reason whatsoever with an individual's work performance and creates an aggressive and pressuring work atmosphere. Therefore, we do not tolerate such behavior at work and severe disciplinary measures will be taken if it is committed.

Any violation or breach of this Non-Discrimination and Equal Opportunity at Work Policy will not be tolerated by SCHÜTZ and appropriate actions and sanctions will be taken to address them. We follow a Zero Tolerance Policy against discrimination of any kind.

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NO CHILD, FORCED OR COMPULSORY LABOR AND RESPECT OF INDIGENOUS RIGHTS

SCHÜTZ will not accept the employment of children under 15 years of age in accordance with state, national and local employment applicable laws, industry practices, the core labor standards of the International Labor Organization (ILO) and the United Nations Global Compact principles. We protect rights of children against economic exploitation.

With the exception of limitations imposed by certain more rigorous regulations, young workers will be submitted to some particular rules. A young worker is defined as a person who is over the age of 15 and under the age of 18. Young workers will not have more than 8 working hours per day and they will not in any way be involved in hazardous tasks (such as strenuous physical labor, chemical handling or similar) which could affect their safety, health and moral development at work.

Each employee has the right to freely choose the work he wants to develop in SCHÜTZ's facilities and premises and to be freely employed by our company. Consequently, involuntary or forced labor in any form, including indentured labor, prison labor, slave labor and bonded labor will not be tolerated.

Rights of indigenous people and communities will be respected taking into account all international human rights standards.

SCHÜTZ rigorously commits itself to the compliance of all Universal Human Rights principles and labor standards, which are necessary for our company's performance. In this regard, we are determined to make them applicable to all our employee and expect our suppliers, customers and communities involved to do so as well.