

Human Rights Policy

OBJECTIVE

To disseminate the commitments of **Ventolini S.A.** that promote the adoption and compliance with practices aimed at respecting Human Rights, in accordance with the Political Constitution of Colombia, international treaties such as the Universal Declaration of Human Rights, and the conventions of the International Labour Organization (ILO).

HUMAN RIGHTS

Human rights are the rights of every human being, regardless of race, sex, religion, political opinion, social status, or any other characteristic.

They are based on respect for the dignity and worth of each person. They are universal, meaning they apply equally to all people without discrimination.

At **Ventolini S.A.**, we are committed to protecting the following human rights:

1. Rights and freedoms without distinction of race, color, gender, language, religion, political opinion, nationality, economic status, or sexual orientation.
2. The right to life, security, and liberty.
3. The right to privacy and honor.
4. The right to freedom of thought, conscience, and religion.
5. The right to freedom of expression.
6. The right to work in a safe and healthy environment.
7. The right to social security.
8. The right to quality of life, leisure time, and cultural life.
9. Elimination of forced and child labor.
10. Elimination of discrimination in employment and occupation.
11. Promotion of greater environmental responsibility.