



# Child non-exploitation policy

The ADER Group recognizes and protects the basic rights of children in accordance with the precepts established in principle 5 of the Global Compact, in the Convention on the Rights of the Child, in the United Nations International Charter of Human Rights and in the standards established by the International Labor Organization, ILO, on child labor.

Likewise, the ADER Group undertakes to comply with the Charter of Fundamental Rights of the European Union in its Article 32: Prohibition of child labor and protection of young people at work, which includes: "Child labor is prohibited. The minimum age for admission to work may not be less than the age at which the compulsory schooling period ends, without prejudice to more favorable provisions for young people and with limited exceptions. Young people admitted to work must have working conditions adapted to their age and be protected against economic exploitation or against any work that may be detrimental to their safety, health, physical, psychological, moral or social development, or that may endanger your education."

The ADER Group as part of a multinational holding company adopts the recommendations made by UNICEF and Save the Children contained in the document "The Rights of the Child and Business Principles" which urge companies to respect and promote the rights of children in their activities.

For the purposes of these Principles, the measures include:

- CORPORATE RESPONSIBILITY TO RESPECT - avoid any violation of the human rights of other persons, including children, and analyze and correct any negative impact on the human rights in which the company is involved.
- THE CORPORATE COMMITMENT TO PROMOTE - in addition to respecting human rights, working to encourage voluntary actions that seek to promote the rights of the child, both collectively and individually for the entire scope of the company.

In this sense, the company works for the protection of children's rights such as the economic exploitation and performance of any potentially dangerous work that

prevents access to their education, or that is harmful to their health or their physical, mental, spiritual development, moral or social population of direct or indirect influence.

The fundamental principles based on the prevention of child labor will be:

- Comply with the minimum age provisions established in the legislation of which projects are carried out and the international provisions on the subject.
- Use adequate and reliable mechanisms to verify the age of hiring.
- Maintain accurate and updated records of all workers.
- In the event that cases arise, immediately remove from work children who have not reached the legal age to work with the accompaniment that implies.
- Include contractual clauses for subcontractors, suppliers and other partners that involve firm commitments for the eradication of child labor.
- Work together with other companies, sector associations and organizations, with a sectoral or territorial approach, in order to address the issue and carry out controls for compliance with this policy.
- Participate in prevention and protection programs for children retired from child labor whose purpose is to promote education, skills development and job training opportunities.
- Participate in communication actions for the divulgation of this policy and current legislation.

The ADER Group understands that the above objectives can only be achieved by sensitizing and mobilizing company personnel, citizens and institutions, contributing significantly to improving the effectiveness of public policies for the protection of children, families and people. decent employment.

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