

Human Rights Due Diligence (HRDD) Process



Disclosure and Reporting



1. Disclose human rights risk issues related to the Group and its value chain, such as:

- Discrimination against workers or employees of partners
- Safety and working conditions
- Compensation of workers not in compliance with legal requirements
- Use of child labor or forced labor in partner's operations
- Violations of community rights by business partners.



2. Disclose incidents of human rights violations (if any):

- Actions taken to address such incidents and/or remediation measures



3. Disclose labor-related information:

- Number of employees categorized by gender
 - Persons with disabilities
 - Disadvantaged groups
- in a transparent and verifiable manner.**