

Human Rights Principles

We at **alegría activity** S.L. are proud to confirm that our companies has policies and procedures in place to prevent our business activities and investments from contributing to human rights abuse in the locations where we operate. We believe that businesses should support and respect the protection of internationally proclaimed human rights and make sure that they are not complicit in human rights abuses. Human Rights are an integral part of corporate citizenship and we respect and support the Universal Declaration of Human Rights. a Human Rights Statement, in line with international standards. We have developed the Human Rights statement "All humans are born free and should be treated with respect and their basic rights should be respected and acknowledged".

Implementation:

Our Human Resource department is dedicated to protecting the rights of the company's employees striving to provide an environment that is safe, inclusive and absolutely void of any type of violence, unsafe conditions and discrimination.

Measurements of outcomes:

Our Human Resource team is obligated to report on any possible incidences of violation to employee's human rights.

Labor Principles

alegría activity is a strong believer that a happy worker is a better worker. Our company's success is linked to the success and wellbeing of our employees. The diversity, freedom of speech and a comfortable safe workplace ensures employees can earn a decent living in order to live healthy happy lives. We support the freedom of association and the effective recognition of the right to collective bargaining, the elimination of all forms of forces and compulsory labor, the effective abolition of child labor and the elimination of discrimination in respect of employment and occupation. We provide written policies that clearly state employee rights and responsibilities and their compensation and benefits.

Implementation:

We have in place Human Resource policies and procedures that support the Labor principles.

Measurement of outcomes:

In order to ensure a correct outcome from policies our senior management is highly involved in the Human Resource department and conducts periodic reviews of the department's results, following up personally on any internal complaints.



Environmental Principals

The environment is an important issue to **alegría activity** and we treat it with respect. We are conscious of our environmental footprint and the impact our company has on the environment. Our company goals for the next year is to recycle more paper.

Implementation:

We have installed solar panels on our roof in order to create clean and sustainable electricity for our use.

Measurements of outcomes:

The installation of the solar panels has reduced our non-sustainable energy use and this is measured by our energy consumption details.

Anti-corruption

Corruption is believed by **alegría activity** to be undermine the principal of fair competition, holds back economic development, and hurts the most vulnerable in society. Our company has a zero tolerance for corrupt business practices. We have a strong policy of not working with any partners or suppliers that do not adhere to anti-corruption principles.

Implementation:

Our company and the CEO has an open door policy for anyone who wants to privately report on corruption within the company or related to company activities. We welcome any chance to eliminate any and all corruption connected to our company.

Measurements:

We have a zero tolerance policy for corruption and eliminate any ties with a corrupt entity immediately.