

1.6 Commitment to the United Nations Global Compact

HUMAN RIGHTS		
Principle	Commitment	Actions
Principle 1. Businesses should support and respect the protection of internationally proclaimed human rights within their sphere of influence.	Grupo Lamosa is committed to respecting and upholding the declaration of human rights established by the United Nations General Assembly across all its operations and areas of activity in the countries where it operates.	<ul style="list-style-type: none"> The Code of Ethics establishes the organization’s commitment to respecting human rights. To view the document, please click here.
Principle 2. Businesses should make sure that they are not complicit in human rights abuses.	Grupo Lamosa is committed to encouraging more business partners, such as suppliers and distributors, to adhere to its Code of Ethics.	<ul style="list-style-type: none"> The Code of Ethics establishes the organization’s commitment to respecting human rights. To view the document, please click here.
LABOR STANDARDS		
Principle	Commitment	Actions
Principle 3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	Grupo Lamosa is committed to respecting the collective labor association rights to which employees are legally entitled in the countries where it operates.	<ul style="list-style-type: none"> As of the end of 2025, 56% of Grupo Lamosa personnel belonged to a labor association. The company respects the decision of employees to join or leave labor associations.
Principle 4. Businesses should eliminate all forms of forced and compulsory labor.	Grupo Lamosa does not allow forced labor under any circumstances at any of its work centers.	
Principle 5. Businesses have the responsibility to abolish child labor.	Grupo Lamosa does not allow child labor under any circumstances at any of its work centers	
Principle 6. Businesses should support the elimination of discrimination with respect to employment and occupation.	The company is committed to addressing cases of discrimination through due process and to implementing measures to address them.	<ul style="list-style-type: none"> Grupo Lamosa employees and other stakeholders can access a Transparency Hotline for managing potential cases of discrimination and implementing corrective measures. For more information, please refer to the Transparency Hotline.

ENVIRONMENT

Principle

Commitment

Actions

Principle 7. Businesses should support a precautionary approach to environmental challenges.

Grupo Lamosa is committed to always acting in accordance with environmental legislation to avoid any negative impact of its operations.

- Care is taken to ensure that production processes are carried out with minimal environmental and social adverse effects.

Principle 8. Businesses should undertake initiatives to promote greater environmental responsibility.

Grupo Lamosa is committed to fostering an environmental culture among its employees.

- The company has implemented an Operational Excellence Model aimed at promoting innovation and efficiency in operational processes. Employees can propose new ideas and ways of working to lower the environmental impact.

Principle 9. Businesses should promote the development and diffusion of environmentally friendly technologies.

Grupo Lamosa is committed to continue to promote practices that contribute to reducing the environmental impact of its operations.

- Products with sustainable characteristics.
- Cogeneration and self-generation of energy in production processes.
- Innovation projects to identify new, more sustainable fuel types.
- Innovations in production processes to reduce fuel consumption.
- Projects to reduce water extraction.

ANTI-CORRUPTION

Principle

Commitment

Actions

Principle 10. Businesses should work against corruption in all its forms, including extortion and bribery.

Grupo Lamosa is committed to continue promoting its corporate values with employees and business partners, and strengthening mechanisms for preventing and managing non-compliance.

- The company has an ethical Transparency Hotline available for employees and stakeholders to manage potential cases of corruption and implement corrective measures.
- The Ethics Committee is responsible for monitoring reported cases of non-compliance.
- For more information, please refer to the [Transparency Hotline](#).