



HUMAN RIGHTS POLICY

JUNE 2025 Rev.3





INTRODUCTION

This Human Rights Policy sets out Plan B Group's commitment to the **respect, protection, and promotion of human rights** in all its activities and professional relationships.

The purpose of this Policy is to **define Plan B Group's position and guiding principles** regarding human rights, in accordance with key international agreements, specifically:

- **The rights set out in the International Bill of Human Rights** (which includes the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, and the International Covenant on Economic, Social and Cultural Rights),
- **The fundamental rights principles established in the International Labour Organization Declaration on Fundamental Principles and Rights at Work,**
- **The Ten Principles of the United Nations Global Compact.**

In addition, Plan B Group reinforces its commitment to human rights through its contribution to the Sustainable Development Goals, within the framework of the 2030 Agenda and the Canary Islands 2030 Sustainable Development Agenda.

We share a vision: transforming every environment to shape a more sustainable future.

Plan B Group Team

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kind of
consulting



SCOPE AND FIELD OF APPLICATION

This policy applies to all activities carried out by Plan B Group, regardless of their nature or location. **Plan B Group is committed to respecting and promoting human rights** within its sphere of influence, including employees, clients, suppliers, business partners, and society at large, to whom its actions and projects are directed.

Through this Human Rights Policy, we
aim to cultivate values of
coexisting, dignity and respect.





**PRIVACY
AND DATA
PROTECTION**

1

**FAIR WORKING
CONDITIONS**

2

**FREEDOM OF
EXPRESSION AND
OPINION**

3

**OCCUPATIONAL
HEALTH AND
SAFETY**

4

**PROHIBITION OF
FORCED AND CHILD
LABOR**

5

10 GUIDING PRINCIPLES ON HUMAN RIGHTS

of Plan B Group

**EQUAL
OPPORTUNITY AND
NON-DISCRIMINATION**

6

**FREEDOM OF
ASSOCIATION AND THE
RIGHT TO COLLECTIVE
BARGAINING**

7

**PUBLICATION AND
COMMUNICATION**

8

**PREVENTION OF
HARASSMENT
AND VIOLENCE**

9

10

**REGULATORY
COMPLIANCE**



1

PRIVACY AND DATA PROTECTION

Plan B Group respects and guarantees **the right to privacy and confidentiality for all individuals and organizations with whom it interacts**, and will ensure the appropriate use of personal data and information collected in the course of its projects.

2

FREEDOM OF EXPRESSION AND OPINION

Within its sphere of activity, Plan B Group promotes **the right to freedom of opinion, information, and expression**, fostering an environment in which diverse opinions are valued and reciprocal communication with stakeholders is encouraged.

3

FAIR WORKING CONDITIONS

Plan B Group ensures **fair, safe, and decent working conditions**, including fair remuneration based on the principle of equitable pay. It also promotes gender pay equity and guarantees the right to rest, digital disconnection, leisure time, and a healthy work-life balance.

4

PROHIBITION OF FORCED AND CHILD LABOR

Plan B Group explicitly **condemns and rejects all forms of forced or compulsory labor, particularly child labor**, and respects the rights of children in the regions where it operates.

5 OCCUPATIONAL HEALTH AND SAFETY

Plan B Group ensures a **safe and healthy work environment** for its staff by adopting procedures and standards related to occupational health and risk prevention.

6 FREEDOM OF ASSOCIATION AND THE RIGHT TO COLLECTIVE BARGAINING

Plan B Group respects **the right of workers to organize and to participate in collective bargaining processes**, in accordance with international legal standards.

7 EQUAL OPPORTUNITY AND NON-DISCRIMINATION

Plan B Group guarantees **equal opportunities in access to employment and career development**, with no discrimination based on gender, age, race, disability, sexual orientation, religion, origin, marital status, or social background.

8 PREVENTION OF HARASSMENT AND VIOLENCE

Plan B Group is actively committed to **preventing and addressing all forms of harassment, abuse, or intimidation**. It promotes a respectful and inclusive work environment and provides confidential reporting channels.



<http://canaldedenuncias.online/>



9

PUBLICATION AND COMMUNICATION

Plan B Group is committed to making its **Human Rights Policy public and accessible** to ensure awareness and compliance among its stakeholders, through appropriate communication channels.

10

REGULATORY COMPLIANCE

Plan B Group is committed to **supporting and respecting the protection of internationally recognized human rights**. We pledge to comply with all applicable laws and regulations, as well as to implement best practices in this area to ensure responsible and ethical conduct across all our operations.

REVIEW AND UPDATE

This policy shall be reviewed every two years, or earlier if significant changes occur in the organizational management of Plan B Group.



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