

PUBLIC

Global Statement

# Human Rights Statement

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## 2025 Human Rights Statement

Human rights are the basic rights that belong to everyone no matter who they are, where they live, their beliefs, or other personal characteristics. Foundever respects and supports human rights throughout its operations and business activities. Being part of a global industry where we employ people across the world, we have a responsibility to respect human rights and ensure that people are treated with dignity. Living up to our core value of respect is fundamental to the way we do business and our ambition to embed and progress the respect for human rights throughout our business, operations, and supply chain, in relation to activities under our control, has been given precedence as one of the commitments of our ESG strategy. This requires accountability, governance, and collective action at all levels of our company and is central to conducting our activities.

We are committed to upholding human rights and as a signatory of the United Nations Global Compact, we are committed to upholding international human rights principles and standards, including the International Bill of Human Rights (comprising 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 International Labor Organization's Declaration on Fundamental Principles and Rights at Work and its eight Core Labor Standards. We seek to define and implement policies and processes that respect applicable laws in the countries in which we operate. We will take into account the United Nations Guiding Principles for Business and Human Rights and the Organization for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises.

Our commitment to embed and advance respect for human rights covers activities under our full, direct control in our entities, supply chain and affiliates. We are also committed to undertaking ongoing assessment on potential risks arising from such activities to identify, address and resolve adverse impacts, to prioritize our most significant human rights issues and to be transparent in this regard. Furthermore, we are committed to engaging with key stakeholders and to working proactively, both within and outside our industry, to collectively focus on human rights issues and make every effort to progress respect for human rights throughout our industry and beyond.

Signed by:

  
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**Iñaki Cebollero**

Chief People Officer

