

Human Rights Policy

PRINCIPLE

Metalúrgica Progresso de Vale de Cambra, S.A., (hereinafter referred to as “Company”), has always adopted as a core principle of its action the respect for Human Rights and it is committed to respecting the fundamental values of human and labour rights.

In practical terms, the company opposes arbitrary detention, torture, or execution and is in favour of human dignity, non-discrimination, equality of rights, safety and well-being, education, personal and professional development, as well as of freedom of conscience, religion, organization, association, opinion and expression.

COMMITMENTS

The pursuit of this policy, hereby formalized, is translated in a set of commitments aligned with the main applicable International Conventions, that should be respected both inside as well as outside the Company, which are as follows:

- Reject any form of forced, slave, or involuntary labour, physical punishment, acts of psychological violence, moral coercion, abuse, violence or exploration in the place of work - namely, insults, threats, isolation, invasion of privacy, or professional limitation;
- Respect and foster respect towards Employees, ensuring their right to dignified, safe, healthy and balanced working conditions, physically, socially, and psychologically.
- Reject any acts of harassment or discrimination in the workplace, either due to race or ethnic origin, place of origin or language, gender, sexual orientation, disability, religion, politically or ideologically, union membership, family situation, social class, pregnancy, or any other trait protected by law;
- Respect labour laws and collective bargaining instruments, as well as all other laws that may apply in contractual dealings with workers; namely, regarding working hours, fair compensation, and respect for the exercise of right of association, unionising, collective bargaining and strike, in the context of all applicable regulatory norms and for each of those fundamental rights.
- Ensure conditions of workplace safety and hygiene, making sure that the health and safety of Employees and subcontractors are not impaired, along with other

people involved in the operation, in fulfilling and respecting the regulations about the prevention of workplace risks, ensuring all necessary means so that all Employees can perform their professional activities with all due hygiene and safety measures, so as to safeguard life, health and the physical and psychological integrity of the Employees.

VALIDITY AND COMMUNICATION

This policy comes into effect on December 2nd, 2025, is valid for 3 years and it may be subjected to interim review, if needed.

The Company will take steps to ensure that all contributors, as well as all other intended recipients, are aware and understand the scope of this Policy, either through internal communication, or through the company's website.

Vale de Cambra, December 2nd, 2025

The Board of Directors

