

Human Rights Policy



Lluch Essence

Thriving together

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Introduction

Lluch Essence is a family business with a tradition of more than 70 years supplying aromas and fragrances to the perfumery, cosmetics, food and feed industries. The DNA of Lluch Essence is a mixture of commitment, honesty, transparency, effort, rigor and a clear vocation of service to offer all customers the best materials to develop their products.

Lluch Essence takes this Human Rights Policy as a commitment in its daily activity. Through concrete actions and cooperation with all its stakeholders, it aims to create a positive impact on society, respecting and promoting human rights in all the areas of the organization.

Purpose and scope

The purpose of this Policy is to define the commitments and expectations regarding Human Rights in all the areas of the organization. Likewise, to establish direct cooperation with all its stakeholders, to promote the respect and application of Human Rights throughout the value chain.

The present Policy covers the daily operations and activities carried out in Lluch Essence and involves all employees and all its personnel, regardless of the subsidiary to which they belong and the function they perform.

Lluch Essence expects its business partners and suppliers are committed to respect and be aligned with the ethical principles of Lluch Essence and apply the concept of continuous improvement, considering the risks in terms of Human Rights that may arise in their operations. This commitment is described in detail in the Policy and Principles of Responsible Sourcing available on the corporate website.

The following Human Rights Policy complements and is aligned with the Code of Ethics, the Responsible Sourcing Policy and the 8 Principles that form the core of the ethical conduct of all Lluch Essence's business activities.

Lluch Essence Principles

1.	Compliance with the law
2.	Equality and non-discrimination
3.	Human rights
4.	Occupational health and safety
5.	Business ethics
6.	Relations with third parties: customers and suppliers
7.	Respect for the environment
8.	Transparency and financial control

On the other hand, the scope of this policy includes the following international norms and standards:

- The Universal Declaration of Human Rights of the United Nations.
- The International Covenant on Civil and Political Rights.
- International Covenant on Economic, Social and Cultural Rights.

- The Ten Principles of the United Nations Global Compact.
- International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work.
- The Rights of the Child and Business Principles.
- Principles of Business Conduct.
- Women's Empowerment Principles.

Commitment and expectations

Lluch Essence is committed to the highest level with the respect, promotion and protection of Human Rights in all the aspects of the operation and business relationships.

This commitment is reflected in the policies, practices and daily decisions, which are aligned with the principles established in the Universal Declaration of Human Rights and other international norms and standards previously mentioned.

The commitments and expectations of Lluch Essence in the areas of interest that have been identified as relevant in the materiality analysis and those areas aligned with the Lluch Essence Code of Ethics are shown below:

- **Equality, diversity and inclusion**

At Lluch Essence we are guided by the principle of non-discrimination of gender, ethnic origin, sexual orientation, language, religion, union affiliation, health status, family responsibilities, political opinion, disability or any other personal characteristic.

We are committed to respecting and protecting the dignity of all people and support individual freedom and equal opportunities for all our employees and business partners.

We place special emphasis on equal treatment and opportunities for women and men, committed to equal pay for work of equal value, achieving equitable economic growth and promoting social development.

We are committed to labor relations based on fairness, equity and mutual respect defined by freedom and the spirit of collaboration.

- **Worker health, safety and welfare**

We prioritize the safety, health and welfare of all workers in our facilities and operations. By providing a safe and healthy working environment and implementing control measures in terms of occupational risk prevention (risk assessment, mandatory documentation and procedures, adapted scheduled training actions, etc.), compliance with current and future applicable legal requirements.

We recognize mental health as a fundamental element of health and place special emphasis on this aspect, implementing an action plan framed by the results of the psychosocial risk assessment carried out in the organization.

We ensure that we pay decent wages in accordance with legal regulations and do not require our workers to work hours beyond legal and industry standards. Similarly, we do not participate in or support forced labor practices, child labor or any other form of labor exploitation.

- **Freedom of association and collective bargaining**

We believe that collective bargaining is a way for workers and senior management to have an open dialogue and build a positive environment in the company.

We recognize that the agreements reached play a positive role in the improvement and performance of the company by contributing to the well-being of people, so Lluch Essence is committed to negotiate with respect and good faith with workers' representatives.

Workers acting as representatives are not disadvantaged or favored in any way, Lluch Essence respects and promotes the right to freedom of association and negotiation.

- **Development and respect for the local community**

We are committed to contribute to the sustainable development of the communities in which we operate and to prevent that our business activity may cause in any indirect or direct way the violation of people's fundamental rights.

We respect cultural traditions and we look for opportunities to collaborate and support initiatives that improve the quality of life of the people in these communities.

- **Ethical Supply Chain**

We require our suppliers and business partners to share our values of respect for human rights.

We work to ensure that labor conditions and ethical standards are maintained throughout our value chain, which is described in greater detail in the Responsible Sourcing Policy and Principles, available on the corporate website.

Furthermore, we respect the Health Rights of all of the organization's stakeholders through our highly efficient internal management system that ensures that our products are safe for their intended use and comply with all applicable laws and regulations.

Due diligence and value chain

According to the United Nations Guiding Principles on Business and Human Rights (UNGPs), all companies have a responsibility to respect human rights, and the human rights due diligence process is a fundamental requirement to fulfill this responsibility.

In Lluch Essence we are aware that human rights due diligence is an ongoing process that requires special attention depending on the goods, services or geographical areas in which the

activities are performed. For this reason, we are committed to respect human rights and to act with due diligence in the case of detecting negative consequences related to our operations, products or services.

Likewise, we understand that we have to work in partnership with all our stakeholders to ensure respect for Human Rights throughout the value chain. Our Supplier Code of Conduct and Responsible Purchasing Policy and Principles is an effort to ensure compliance and respect for human rights in our suppliers.

Policy and compliance monitoring

Lluch Essence is committed to actively fight for the recognition and application of Human Rights by promoting a preventive culture based on the principle of "zero tolerance" towards any form of abuse of Rights.

Lluch Essence reserves the right to implement this policy to verify its compliance, likewise, it encourages its suppliers to raise their doubts about the commitment of Lluch Essence through the following email:

- esg@lluche.com

On the other hand, in case of detecting non-compliance with this Policy or having doubts about it, you can contact us through the following e-mail address:

- canal.denuncias@lluche.com

Document reference

For more information, please consult the following documents:

- Code of Ethics (web page)
- Equality Plan (website)
- Responsible sourcing policy and principles (web page)
- Donations and sponsorship policy
- Supplier Code of Conduct (request it through regulatory@lluche.com).



Technical Director



General Manager