



Corporate Manifesto of Respect for Human Rights

PUBLIC USE



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1. Introduction

The Redsys Group, formed by the companies Redsys Servicios de Procesamiento, S.L., Redsys Salud, S.L.U. and Gefrasan, S.L.U. (hereinafter the Redsys Group, or the Group), has identified the importance of compliance with Human Rights and has reflected it through this document, highlighting the Group's commitment to compliance with and respect for these rights, meeting the highest international standards in this area and within its scope of action.

The Redsys Group considers the promotion of respect and preservation of the guarantee of effective compliance with Human Rights to be of great importance, since they are fundamental elements for the responsible development of its activity. This, within the framework of its relations with its different interest groups (suppliers, clients, partners, regulators, etc.), in hoping for the appropriate reciprocity in their compliance.

2. Scope of application

This manifesto has the scope of the three companies that are part of the Redsys Group, previously listed, and is therefore compulsory for all administrators, managers, employees and collaborators of the Group companies.

The scope of this manifesto will directly include the group suppliers that have or may have a relationship throughout their supply chain with geographical areas where respect for compliance with Human Rights is not sufficiently accredited.

This manifesto, Indirectly, but not least, applies to the rest of the interested parties in this matter, that is, partners, the organization's governance, clients and different regulators of the matter.

Redsys will duly publicize this manifesto and promote its compliance among its different stakeholders.



3. Redsys Group and Human Rights: principles, commitments and objectives

The Redsys Group undertakes to respect each and every one of the rights contained in the Universal Declaration of Human Rights, the ILO Conventions and the principles of the UN Global Compact and to act in its relations with the different interest groups respecting the following principles:

1. Non-discrimination.
2. Freedom.
3. Social equality.
4. Right to knowledge.

Additionally, the Redsys Group undertakes through this manifesto to implement the following commitments in order to contribute to the fulfilment and respect of Human Rights, ensuring not to be complicit in the violation of any of them throughout its supply chain:

- i. In general, the Redsys Group undertakes to:
 - Align with the guidelines and recommendations **of the UN Global Compact**, thus integrating the Human Rights compliance policy throughout the organization.
- ii. In taking care of the relations with its employees and collaborators, it is committed to:
 - **Avoidance of discrimination of all kinds, recognizing and promoting diversity.** That is, to ensure at all times the absence of discrimination based on sex, race, religion, origin, disabilities, marital status, social condition or sexual orientation, committing to maintain an environment free of abuse, harassment, intimidation or violence.
 - **Respect for free association and collective bargaining.** The company recognizes the fundamental right of workers to form and join unions or other representative bodies, as well as respect for freedom of opinion and collective bargaining.
 - **Protection of the health of professionals.** The Redsys Group sets as a priority objective the health of its employees, as well as maintaining optimum working conditions. All this, in compliance with current regulations to guarantee health and safety in the workplace.



- **Dignified work.** The company provides all its employees with a minimum remuneration that ensures the dignity of the person, respecting current labour regulations. In addition, additional measures of value will be included that help to reconcile work life with other interests and responsibilities, without losing the requirement and focus on the fulfilment of labour competencies.
- **Respect for confidentiality, the right to privacy and intimacy of the personal data of employees and collaborators.**

iii. In relation to its customers and suppliers, it undertakes to:

- **Fair treatment of our Clients.** Redsys Group's commitment to offer its clients products and services that meet their expectations and needs, always meeting the highest quality standards.
- **Suppliers' adherence to the manifesto of respect for Human Rights.** The company is interested in preventing any breach of Human Rights throughout its supply chain, through actions that avoid being complicit in the violation of these rights such as forced labour and child exploitation and ensure compliance with fundamental rights at work.
- **Respect confidentiality, the right to intimacy and privacy of personal and commercial data of clients and suppliers.**

iv. Despite the fact that the Redsys Group's own activity does not entail a great impact in terms of Human Rights, it has products and services that, on the contrary, can have a greater impact in this matter, such as those that imply or require the manufacture of chips or POS terminals to be borrowed. In accordance with this, the company has identified that the impact of its activity goes beyond the communities where it operates directly. Thus, rights are also promoted in those other areas of indirect influence, regardless of the presence of the company in them.

v. In relation to the communities in which the Group operates, it undertakes to:

- **Clean and healthy environment.** The Redsys Group is aware of the impact it generates, as well as the situation in its environment. Consequently, it undertakes to act under the premise of minimizing the environmental impact on its activity in the following lines of work:



- Through an activity analysis, to identify those aspects where behaviour can be corrected to mitigate the impacts that may be generated in the development of the business.
 - Incorporating, in management policies, the social and environmental dimension of Human Rights.
- **Guarantee security with respect for Human Rights.** Referring to both physical and logical or computer security through digital devices.
 - **Contribute to the eradication of corruption.** The Redsys Group undertakes to work against corruption in all its forms, within the framework of application of the regulations contained in its Code of Ethics and the applicable legislation in force.

Finally, it should be noted that, in its commitment to comply with the principles assumed in the field of Human Rights, the Redsys Group has a Code of Ethics that ensures the assumption of ethics and responsibility by all its stakeholders. The Group has sought to reflect its commitment to Human Rights explicitly in this Code with the following statement:

“The Bound Parties undertake to protect the Human Rights and public liberties recognized in the Universal Declaration of Human Rights and in the main international agreements in this regard. Everything related to the protection of the rights of children and minority groups shall be especially protected by the Redsys Group.

Likewise, the Bound Parties assure that in no case will they carry out projects with institutions or organizations that do not respect Human Rights and public liberties.

Likewise, the Redsys Group will include in the training plans for its bound Parties actions related to Human Rights, promoting support tools for the dissemination of knowledge of these rights. The Parties Bound, undertake to be part of these programs”.

