

# Human Resources Policy



This Human Resources Policy establishes the principles and guidelines governing the management of personnel within Nervi3n Industries, Engineering and Services S.L. and its subsidiary companies (including Fivemasa, among others). It is aligned with our Ethical Code, the UNE 19604 Socio-Labor Standard, and demonstrates our commitment to respecting Human Rights and applicable international standards.

Our approach is founded on the following frameworks:

- The Universal Declaration of Human Rights..
- The Fundamental Conventions of the International Labour Organization (ILO).
- The UN Guiding Principles on Business and Human Rights.
- The UN Global Compact and its Ten Principles concerning human rights, labour, environment, and anti-corruption.
- The 2030 Agenda for Sustainable Development (SDGs).

In line with these commitments, we pledge to provide a fair, safe, inclusive, and sustainable working environment that encourages the personal and professional growth of every member of our workforce.

To achieve this, Nervi3n operates under the following core principles:

- **Dignity and Respect:** We champion the dignity of every individual and prohibit any form of discrimination, harassment, violence, or degrading treatment. We actively promote diversity, inclusion, and intercultural understanding.
- **Integrity and Compliance:** We adhere strictly to all national and international labour laws. We integrate the requirements of the UNE 19604 Standard into our people management processes and conduct ourselves with the integrity, accountability, and transparency demanded by our Ethical Code. Secure and confidential channels are in place for reporting concerns
- **Fundamental Rights:** We defend the human and labour rights defined in the Universal Declaration of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work. We guarantee freedom of association, the right to organise, and collective bargaining. We have a zero-tolerance policy towards child labour, forced labour, and labor exploitation.
- **Equality and Balance:** We are dedicated to achieving gender equality and eliminating discrimination against women. We implement equality plans, harassment protocols, and inclusive policies for vulnerable groups and people with other abilities. We support work-life balance through flexible working arrangements and promote a culture of shared responsibility.
- **Development and Leadership:** We are committed to the continuous training and lifelong learning of our staff to enhance their employability. We recognise and reward merit, innovation, and creativity. We encourage a management style that is responsible, participatory, and ethical.
- It is established that the responsibilities for this policy are as follows: Senior Management will ensure the implementation, compliance, and continuous improvement of this policy. The Human Resources Department will coordinate programmes, plans, and protocols aligned with these principles. All Employees will respect and contribute to the fulfilment of this policy and the Ethical Code..

This Human Resources Policy will be subject to periodic review to ensure it remains aligned with evolving national and international legislation in human rights, and social and labour sustainability.

Antonio Vilari3o  
Managing Director

Signed :

A handwritten signature in black ink, appearing to read 'A. Vilari3o', written over a large, faint, stylized 'NERVI3N' watermark.