

## HUMAN RIGHTS POLICY STATEMENT

We believe that Tecnoglass Inc, as a group, has a great opportunity to contribute to human development in a society where human rights are respected. We recognize the responsibility to respect human rights and to contribute positively by amplifying each individual's voices and needs, circumscribed to the principles described in the United Nations Declaration of Human Rights, the International Labor Organization Declaration on Fundamental Principles and Rights at Work, and the United Nations Global Compact.

### Guidelines

We conduct business in a manner that respects human and labor rights, complying with applicable laws and regulations and to obtain and maintain highest business standards.

We reject the use of any form of forced or compulsory labor and do not confiscate money or identity papers upon commencing employment relationships to retain workers against their will. All employment is voluntary. We do not tolerate child labor, physical punishment or abuse.

We reject all forms of discrimination. Tecnoglass is committed to ensuring that its employees and potential employees are treated with respect; we encourage diversity and promotion of equal opportunities, both upon establishment of the employment relationship and throughout its duration, and believe everyone should be treated with respect regardless of their background, gender, race, class, sexual orientation, age, political beliefs, marital status or any other form of segmentation.

We respect our employee's rights to form or take part in organizations, including unions or other forms of association, aimed at defending and promoting their interests and do not interfere with their choices.

We are committed to ensuring high health and safety standards in the workplace. Tecnoglass promotes the dissemination and reinforcement of safety culture by developing risk awareness and foster responsible behavior of all employees, including training activities. Tecnoglass endeavors to protect the health and safety of workers and the interests of other stakeholders, particularly through preventive measures.

We reject any form of harassment; physical, verbal, sexual or psychological abuse; threats or intimidation in the workplace.

We acknowledge that the remuneration is the basis of fair reward for labor and respect the principle of equal remuneration among men and women. TECNOGLASS



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also recognizes the importance of professional orientation by encouraging the ongoing training of its employees.

We are dedicated to complying with applicable legal requirements on the environment, and a constant improvement of the management systems and processes to maintain the right to a risk-free environment that is clean, healthy and sustainable.

We require that the entire supply chain system applies and commits to our Code of Conduct and principles, including the application of our Human Rights Policy.

### **Reporting**

All our stakeholders can ask questions about our Code of Conduct and other compliance issues, or report potential violations of our Human Rights Policy through our Ethics Line, operated by a third impartial party, toll-free 01- 8000-911-0011 Code: 855-881-7174 available 24 hours a day, seven days a week, with translators in several languages or available online for easier access [tecnoglass.ethicspoint.com](http://tecnoglass.ethicspoint.com)

### **Review and Supervision**

The Board of Directors is responsible for approving the policies, strategies, and guidelines of the Tecnoglass Group. The company will report activities related to compliance with this Human Rights Policy with the frequency it deems appropriate, through the relevant Sustainability Report.

This policy was approved by Tecnoglass Inc.'s Board of Directors on October 1<sup>st</sup>, 2019.