



IPH

INTELIGO PERU HOLDINGS

HUMAN RIGHTS POLICY

COMPLIANCE

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1. Introduction

Inteligo Perú Holdings S.A.C. (“IPH”) is committed to respecting human rights. The basic principles of human rights are aligned with our values as expressed in our Code of Ethics.

2. Objective and Scope

The intent of this policy is to respect and promote human rights, in accordance with international standards.

This policy reflects international agreements and principles, such as the United Nations Global Compact, the International Bill of Human Rights, and the International Labour Organization (ILO) Declaration.

The scope of this policy extends to IPH employees. The practices of our suppliers, clients, and other stakeholders, should be aligned to this policy.

3. Definitions

▪ Human Rights

Universal rights, inherent to every human being regardless of nationality, age, gender, ethnic origin, color, religion, language, or any other condition.

For the purposes of this Policy, our Code of Ethics definitions shall be considered.

4. Principles and Commitments

IPH is committed to respecting and promoting human rights in accordance with applicable laws and in line with international principles:

The principles of the United Nations Global Compact relating to the areas of human rights (Principles 1 and 2) and labor practices (Principles 3, 4, 5, and 6) are covered and adopted by IPH in this policy.

In that sense, IPH undertakes the following commitments:

A. Human Rights

- Support and respect the protection of universally recognized fundamental human rights.
- Ensure to not be complicit in human rights abuses.

B. Labor Practices

- Recognition of the freedom of association and the right to collective bargaining.
- Promote the elimination of forced labor, human trafficking, coercion or any other form of exploitation.
- Reject child labor.
- Support the abolition of discriminatory practices based on gender, ethnicity, age, religion, nationality, disability, marital status, sexual orientation or social condition; and promote equality to serve vulnerable groups (women, LGBTQ+ community, senior citizens, among others).

5. Due Diligence and Reporting

It is the obligation of employees, suppliers, clients, and any other stakeholders to report any suspicion of non-compliance or misconduct to this policy through the available whistleblower hotline:

- Web Platform: <https://canaleticointeligo.lineaseticas.com/>
- Telephone: 0800-0-0942
- E-mail address: canaleticointeligo@kpmg.com.ar
- KPMG office: Av. Javier Prado Este N° 444, San Isidro, Lima

Failure to comply with this policy will be subject to penalties ranging from a warning to a dismissal. The Ethics Committee will evaluate and determine the violations of this policy and apply the sanctions in coordination with the Human Resources Manager.

The penalties for violating this policy shall be imposed without prejudice to the administrative, civil and criminal liabilities set forth under applicable laws.

Due diligence controls related to this policy shall be implemented no later than one year after the approval of this document.

6. Version Control

Version	Date	Change Author	Change Summary	Reviewed by	Approved by
1	April 29 th , 2022	Corporate Compliance Officer	First Version	Human Resources Management Legal Management CCO IFS	Chief Executive Officer