

# HUMAN RIGHTS PROTECTION POLICY

## INTRODUCTION

At Coastoil Dynamic S.A. de C.V., our priority is to ensure that everyone involved in our operations – employees, contractors, suppliers and neighboring communities – is treated with respect, dignity and fairness.

The purpose of this policy is to promote and protect human rights in all our activities, ensuring that our operations are carried out in accordance with Mexican legislation and international standards ratified by the Mexican State.

In this way, we reaffirm our commitment to act with ethical and social responsibility, prevent adverse impacts and strengthen the trust of our stakeholders, promoting a safe, inclusive and fair environment for all.

## COMPLIANCE

This policy is mandatory for all personnel of Coastoil Dynamic S.A. de C.V. Compliance with this policy is part of the organisation's ethical commitment and social responsibility.

The Direction shall ensure the application of this policy through training, communication and the establishment of mechanisms for reporting, investigating and following up, guaranteeing confidentiality, impartiality and non-retaliation for those who report possible human rights violations.

### 1. GENERAL ASPECTS.

#### 1.1. PROHIBITIONS:

- 1.1.1. It is strictly forbidden to take, permit or tolerate any action that violates the human rights of people involved in our operations, including employees, contractors, suppliers, visitors and neighboring communities.
- 1.1.2. Nor any form of discrimination based on gender, age, religion, ethnicity, nationality, sexual orientation, disability, marital status, political opinion, or any other personal or social status shall be permitted.
- 1.1.3. Any form of physical, psychological, sexual or verbal violence is prohibited.
- 1.1.4. Workplace or sexual harassment is prohibited, as well as any conduct that generates a hostile or intimidating environment.
- 1.1.5. The use of forced labor, child labor, or any work activity that puts the physical, psychological, or moral integrity of people at risk is prohibited.
- 1.1.6. It is prohibited to subject any person to cruel, inhuman, degrading or humiliating treatment, in accordance with the Federal Human Rights Act and international treaties signed by Mexico.
- 1.1.7. It is forbidden to interfere with the privacy, security and fundamental rights of any person.
- 1.1.8. Any retaliation against those who denounce possible human rights violations is prohibited, in compliance with the principles of confidentiality, impartiality and protection of whistleblowers.

#### 1.2. Complaints

- 1.2.1. Any person who witnesses, is involved in, or identifies any act that violates the provisions of the 'Prohibitions' section may file a complaint by emailing [denuncia@coastoildynamic.com](mailto:denuncia@coastoildynamic.com).
- 1.2.2. All reports will be treated confidentially, in accordance with Coastoil Dynamic's internal procedures.



### 1.3. Accountability

#### 1.2.1 Internal Review

Based on internal audits and periodic reviews established by Management, an annual analysis will be conducted of the progress and results of the implementation of this Human Rights Protection Policy.

#### 1.2.2 Communication of results

Coastoil Dynamic S.A. de C.V. remains committed to reporting and being accountable for the actions and measures taken in the area of human rights, in line with the principles of the United Nations Global Compact in the areas of human rights, labour, the environment and anti-corruption.

Coastoil Dynamic will produce an annual progress report (Communication on Progress – CoP) describing the company's efforts to implement the Ten Principles of the Global Compact, ensuring transparency and public accountability.

- Occupational Health and Safety Regulations

#### International Regulatory Framework:

The company adopts the principles established in:

- United Nations Principles (UN Global Compact).
- Universal Declaration of Human Rights (UN, 1948).

## REGULATORY BASIS

#### National Regulatory Framework:

This policy is based on the provisions of:

- Article 1 of the Political Constitution of the United Mexican States, which recognises human rights and their application in accordance with international treaties signed by Mexico.
- The Federal Labour Law and its provisions on equality, safety and non-discrimination.
- General Law for Equality between Women and Men.
- Federal Law to Prevent and Eliminate Discrimination.



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Legal Representative of  
Coastoil Dynamic, S.A. de C.V.

