



POLICY ON RESPECT FOR HUMAN RIGHTS

1.- INTRODUCTION

Aernnova is specialized in the design, manufacture, and maintenance of advanced technology aerostructures, as well as the components, systems and equipment related to them, contributing with this Mission to connect people and to economic and social development.

The Board of Directors of Aernnova Aerospace Corporation has approved this Policy on Respect for Human Rights.

2- SUBJECT

This policy formalizes the principles and guidelines in Aernnova pursuant to the protection of the human rights recognized in domestic and international legislation in accordance with Aernnova's Code of Ethics, and the commitment of the Management with the respect for these principles as well as with the defined preventive actions in the Due Diligence System, that must be observed by all employees of Aernnova, and will also apply to relationships with suppliers and other entities with which the company does business.

3- FUNDAMENTALS

1- COMMITMENT:

AERNNOVA formalizes the commitment with the provisions contained in:

-the "International Bill of Human Rights", consisting of the Universal Declaration of Human Rights and the main instruments through which it has been codified: the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights.

-the Declaration on Fundamental Principles and Rights at Work of the International Labour Organisation (ILO) and other related instruments.

-the OECD Guidance on Responsible Business Conduct

-the UN Guiding Principles on Business and Human Rights

-the principles of the United Nations Global Compact and the Sustainable Development Goals (SDGs)

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-the Company's Code of Ethics

2-HUMAN RIGHTS MANAGEMENT AND DUE DILIGENCE SYSTEM

The Company will lead the human rights due diligence process comprising the following elements:

- (a) An assessment of actual and potential human rights impacts, in operations and activities performed by Aernnova, directly or through third parties, which will integrate the findings across relevant internal functions and processes in order to ensure that potential adverse human rights impacts are effectively prevented and mitigated, and that actual impacts are remediated, as appropriate

-(b) Tracking the effectiveness of the responses taken to address actual and potential impacts through monitoring processes, including providing for or cooperating in the remediation of negative human rights impacts the company has caused or contributed to.

-(c) Tracking progress, through appropriate metrics and systems and being prepared to communicate how human rights impacts are addressed.

3- PRINCIPLES OF CONDUCT

-(a) Enhance a culture of respect for human rights and actions to promote awareness-raising among the company's employees,

-(b) Develop a just culture, by creating the necessary conditions of trust and encouraging staff to consult any doubts, to participate in the resolution of problems and to report any potential threats regarding possible risks or deviations from human rights

-(c) Seek to establish relationships, with entities along Aernnova's value chain that share the same principles and values, comply with the company's Code of Ethics and all applicable laws, in particular, human rights and internationally recognized labour rights (specifically everything related to child labour, forced labour and any kind of modern slavery)

-(d) Where a conflict between internationally recognized human rights and national laws may arise in markets where Aernnova operates, the company will follow processes that seek ways to honour the principles of international human rights

-(e) Put in place reporting and grievance procedures to guarantee an adequate response to potential violations of human rights, establishing remediation measures.

4- PROVISIONS ON HUMAN RIGHTS FOR:

-(a) PEOPLE, Commitment with employees:

Health and safety workplace: Keep Aernnova's employees in a safe and healthy workplace, free from harassment and violence; committing to the continuous and sustainable improvement of working conditions.

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Decent employment provide fair working conditions and wages, paying workers fair compensation, respecting the regulations of each country where the relationship with it occurs regarding working hours and the right to rest. Likewise, the training and professional development of people will be promoted and measures that facilitate family reconciliation will be promoted.

Freedom of association and collective bargaining, respecting workers' association rights as well as their right to communicate freely with the Management.

Child and/or forced labour, ensuring compliance with international provisions and rejecting all child and forced labour, having zero tolerance for modern slavery and human trafficking.

Migrant workers, ensuring that migrant workers are employed in full compliance with the immigration and labour laws of the host country, and provided with wages and working conditions in accordance with local law.

Equality and non-discrimination, not tolerating any discrimination on the basis of race, colour, religion, nationality, creed, gender, age, social status, family origin, physical or mental disability or sexual orientation or any other situation that may be considered discriminatory by the legislation in each applicable case, treating all people and all situations fairly and guarantee equal opportunities. Accessibility for persons with different abilities will be effectively granted.

Employees privacy, ensuring to the extent possible, their right to digital disconnection to guarantee respect for their rest time, leave and holidays, as well as their personal and family privacy.

-(b) VALUE CHAIN:

Ensure that the conduct of Aernnova's suppliers complies with the principles of the Code of Ethics and this Human Rights Policy and that all forms of forced labor and child labor are eliminated.

Likewise, it will also ensure that workers' freedom of association and collective bargaining, and fair wages in accordance with applicable law, are respected, by cascading these principles through its own supply chain.

-(c) SOCIETY:

Respect human rights and the right to a healthy environment of all the communities in which Aernnova operates.

Respect the rights of ethnic minorities and indigenous communities to avoid impacts due to the company's activities.

-(d) SECURITY:

The task of guaranteeing the security of Aernnovas' employees, assets and facilities will be developed with efficiency but also with total compliance with the law and with respect to human rights.

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Information Security Policy will ensure respect for the rights to reputation and to privacy in the processing of the various categories of personal data, complying with all applicable laws in the jurisdictions where it collects, uses or discloses personal data.

4-. CONTROL SYSTEM

The Company’s Board of Directors will receive periodic information on the measures and procedures adopted within the Group to implement the provisions of this Policy. Aernnova shall establish an internal monitoring system of the implementation and deployment of the policy and the most relevant indicators and commits to develop the human rights policy in accordance with its Code of Ethics, embedding the responsibility into company operations.

5- STAKEHOLDERS COMMUNICATION AND ENGAGEMENT

The Policy on Respect for Human Rights is targeted to all Stakeholders: Customers, Authorities, Shareholders, Employees, Suppliers, and Consumers and Society as a whole. It has been communicated and is understood within the scope of the organization and is available through the communication and information channels that the company makes available to all its stakeholders. It is publicly available on the Aernnova website.

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