

MISIÓN DE BYP GLOBAL COMO EMPRESA SOSTENIBLE

Nuestra misión es favorecer la sostenibilidad empresarial mediante la implantación de **10 Principios universales de conducta** y acción en materia de Derechos Humanos y Empresa, normas laborales, medio ambiente y lucha contra la corrupción, en la estrategia y las operaciones diarias de todo tipo de entidades y favorecer, de este modo, la consecución de objetivos de desarrollo sostenible.

PRINCIPIO 1. Apoyar y respetar LOS DERECHOS HUMANOS FUNDAMENTALES

- Proporcionando condiciones de trabajo seguras y saludables.
- Garantizando la libertad de asociación

PRINCIPIO 2. Apoyar la NO COMPLICIDAD EN LA VULNERACIÓN DE LOS DERECHOS HUMANOS

- Crear conciencia dentro de la empresa sobre los problemas conocidos, en materia de derechos humanos.
- Instaurar una política efectiva de derechos humanos permitiendo conocer que se han tomado todas las medidas razonables para evitar la participación en dicha vulneración.
- Condenar en privado y públicamente los abusos contra los derechos humanos que hayan sucedido de manera sistemática y continua.
- Consultar continuamente sobre aspectos de los derechos humanos con los grupos de interés, dentro y fuera de la empresa.

PRINCIPIO 3. Apoyar la LIBERTAD DE AFILIACIÓN

- No interferir con las actividades de los representantes de los trabajadores mientras llevan a cabo sus funciones de manera que no son perjudiciales para las operaciones regulares de la empresa.

PRINCIPIO 4. Apoyar la ELIMINACIÓN DE TODA FORMA DE TRABAJO FORZOSO

- Hacer contratos de trabajo a todos los empleados que indican los términos y condiciones del servicio, el carácter voluntario del empleo, la libertad de salir y las sanciones que pueden estar asociados con una salida o el cese del trabajo.
- No confiscación de documentos de identidad de los trabajadores.
- Los contratos de trabajo estarán en lenguas fácilmente comprensibles para los trabajadores.
- Asegurando que todos nuestros proveedores combaten el trabajo forzoso.

PRINCIPIO 5. Apoyar la ERRADICACIÓN DEL TRABAJO INFANTIL

- No se contratará a nadie por debajo de la edad legal para trabajar.
- En caso de contratar a alguien entre los 16 y 18 años, se les pedirá una autorización especial a los padres o tutores.
- Asegurando que todos nuestros proveedores combaten el trabajo infantil.

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PRINCIPIO 6. Apoyar la ABOLICIÓN DE LAS PRÁCTICAS DE DISCRIMINACIÓN EN EL EMPLEO.

- Asegurando que la contratación, colocación, capacitación y avance del personal en todos los niveles esté basada en las calificaciones, habilidades y experiencia del trabajador.
- Teniendo políticas y procedimientos claros en toda la compañía para orientar la igualdad de prácticas laborales

PRINCIPIO 7. Tener un enfoque preventivo que FAVOREZCA EL MEDIO AMBIENTE

- Teniendo un código de conducta o práctica para sus operaciones y productos que confirma el compromiso para el cuidado de la salud y el medio ambiente
- Estableciendo una comunicación bidireccional con las partes interesadas, de una manera proactiva, para garantizar una comunicación eficaz de la información acerca de las incertidumbres y los riesgos potenciales en materia ambiental.

PRINCIPIO 8. Fomentar iniciativas que promuevan una mayor responsabilidad ambiental

- Desarrollar objetivos e indicadores de sostenibilidad
- Trabajar con los diseñadores de productos y proveedores para mejorar el desempeño ambiental y extender la responsabilidad en toda la cadena de valor.

PRINCIPIO 9. favorecer el desarrollo y la difusión de las tecnologías respetuosas con el medioambiente.

- Mediante un diseño que asegure la sostenibilidad de los productos
- El uso de la evaluación del ciclo de vida (ACV) en el desarrollo de nuevas tecnologías y productos

PRINCIPIO 10. Trabajar contra la corrupción en todas sus formas

Incluyendo en la política y el código ético introducir políticas y programas dentro de sus organizaciones y sus operaciones comerciales contra la corrupción.

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PRINCIPLE 1. Supporting and respecting the protection of fundamental human rights, within our sphere of influence.

- Providing safe and healthy working conditions.
- Guaranteeing freedom of association.

PRINCIPLE 2. Ensuring that the companies we work with there are not complicit in the violation of Human Rights.

- Create awareness within the organization about known human rights issues
- Establish an effective policy of human rights, making it possible to know that all reasonable measures have been taken to avoid participation in said violation.
- Identify functions that are most at risk of being linked to human rights abuses within the organization.
- Condemn in private and public the human rights abuses that have occurred in a systematic and continuous way.
- Continuously consult on aspects of human rights with interest groups, inside and outside the company.

PRINCIPLE 3. To support the freedom of association and the effective recognition of the right to collective bargaining"

- Provide worker representatives with appropriate facilities to assist in the development of effective collective bargaining.
- Do not interfere with the activities of workers' representatives while they carry out their duties in a manner that is not detrimental to the regular operations of the company

PRINCIPLE 4

"Companies should support the elimination of all forms of forced or compulsory labor"

- To have a clear policy not to practice, be complicit in, or benefit from forced labor.
- That compliance with forced labor provisions of national laws and regulations is insufficient, take into account international standards.
- Ensure that all company officials have a complete understanding of what forced labor is.
- Make employment contracts for all employees stating the terms and conditions of service, the voluntary nature of employment, freedom to leave (including appropriate procedures), and penalties that may be associated with a departure or termination of work.
- No confiscation of identity documents of workers.

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- Prohibit business partners from collecting a worker recruitment fee;
- Write employment contracts in languages that are easily understood by workers, indicating the scope and modalities of leaving work.
- Be aware of the countries, regions, industries, sectors or economic activities where forced labor is most likely to occur.
- In planning and conducting business operations, ensure that workers in debt bondage or other forms of forced labor are not engaged and, when found, ensure the removal of such workers from the workplace with services and provision of suitable viable alternatives.
- Institutional policies and procedures to prohibit the requirement that workers contribute monetary resources in financial deposits of the company.
- In the case of hiring inmates for work in or outside of prisons, ensure that their terms and conditions of work are similar to those of a free labor relationship in the sector of those involved, and that they have given their consent to work for a private employer.
- Ensure that large-scale development operations are not based on forced labor at any stage.
- It is important to carefully monitor supply chains and outsourcing arrangements.

PRINCIPLE 5

"Companies should support the eradication of child labor"

- Be aware of countries, regions, sectors, economic activities where child labor is most likely and respond accordingly with policies and procedures
- They adhere to the age of admission of national labor laws and regulations and, where national legislation is insufficient, take into account international standards.
- Use adequate and verifiable mechanisms to verify age in hiring procedures
- Not having a general hiring policy against children under the age of 18, as it will exclude those over the legal age for employment from decent work opportunities
- When children below the legal working age are in the workplace, take steps to eliminate them from work
- Assist in the search for viable alternatives and access to adequate services for children and their families
- the influence of the exercise on subcontractors, suppliers and other affiliated businesses to combat child labor
- Develop and implement mechanisms to detect child labor
- Where wages are not determined collectively or by minimum wage regulation, take steps to ensure that wages paid to adults take into account the needs of both them and their families

PRINCIPLE 6

"Companies must support the abolition of discriminatory practices in employment and occupation"

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- Institute company policies and procedures that make qualifications, skills, and experience the basis for the hiring, placement, training, and advancement of staff at all levels
- Assign responsibility for equal employment issues at a high level, publishing clear company-wide policies and procedures to guide equal employment practices
- Work on a case-by-case basis to assess whether a distinction is an inherent requirement of a job, and avoid applying job requirements that would systematically put certain groups at a disadvantage
- Maintain up-to-date records on recruiting, training and promotion that provide a transparent view of opportunities for employees and their promotion within the organization
- Conduct unconscious bias training
- Develop procedures to address complaints, handle appeals, and provide resources to employees
- Be aware of formal structures and informal cultural issues that can prevent employees from raising concerns and complaints
- Provide training to staff on nondiscrimination policies and practices, including disability awareness. Reasonably adjust the physical environment to ensure the health and safety of employees, customers, and other visitors with disabilities

PRINCIPLE 7

"Companies must maintain a preventive approach that favors the environment"

- Develop a code of conduct or practice for your operations and products that confirms your commitment to caring for health and the environment
- Develop a company guide on the consistent application of the approach across the company
- Create a corporate steering committee or group that oversees the company's precautionary application, in particular, risk management in sensitive subject areas
- Establish two-way communication with stakeholders, in a proactive, early stage and transparent manner, to ensure effective communication of information about uncertainties and potential risks
- and to attend to inquiries and related complaints. Use of mechanisms such as multi-stakeholder meetings, discussion workshops, focus groups, public surveys combined with the use of the website and print media
- Support scientific research, including independent and public research, on related topics, and work with national and international institutions that deal
- Join industry-wide collaborative efforts to share knowledge and deal with the issue of precaution, particularly as it relates to production processes and

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products around which there is a high level of uncertainty, potential harm and sensitivity.

PRINCIPLE 8

"Companies should encourage initiatives that promote greater environmental responsibility"

- Define the company's vision, policies and strategies to include sustainable development - economic prosperity, environmental quality, and social equity;
- Develop objectives and indicators (economic, environmental, social) of sustainability;
- Establish a sustainable production and consumption program with clear performance objectives to take the organization beyond compliance in the long term;
- Work with product designers and suppliers to improve environmental performance and extend accountability throughout the value chain;
- Adopt voluntary charters, internal codes of conduct and practice, as well as through sectoral and international initiatives to achieve responsible environmental performance;
- Measure, monitor and communicate progress in incorporating sustainability principles into business practices, including reporting against global operating standards. Evaluate the results and apply strategies for continuous improvement; Y
- Ensure transparency and unbiased dialogue with stakeholders.

PRINCIPLE 9

"Companies must favor the development and diffusion of environmentally friendly technologies"

- At the basic factory site or unit level, technology improvement can be achieved by:
 - Change the manufacturing process or technique
 - Change input materials
 - Change product design or components
 - Reuse of materials on the site.
- Strategic-level approaches to improving technology could include:
 - The establishment of an individual or corporate company policy on the use of environmentally sound technologies
 - The provision of information to interested parties that illustrates environmental behavior and the benefits of using such technologies

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- The reorientation of research and development towards a 'design for sustainability'
- The use of life cycle assessment (LCA) in the development of new technologies and products
- Employers Environmental Technology Assessments (EnTA)
- Examination of investment criteria and source policy from suppliers and contractors to ensure that their bids are stipulated minimum environmental criteria
- Cooperating with industry partners to ensure that 'best available technology' is available to other organizations

PRINCIPLE 10

"Companies must work against corruption in all its forms, including extortion and bribery"

Internal: As a first and fundamental step, introduce anti-corruption policies and programs within your organizations and business operations.

External: Report on work against corruption in the annual report on Progress; and share experiences and best practices through the presentation of examples and case stories.

Collective action: join forces with other companies in the sector and with other stakeholders to intensify anti-corruption efforts, level the playing field and create fair competition for all. Businesses can use the Anti-Corruption Collective Action Hub to create a company profile, propose projects, find partners and ongoing projects, as well as resources on anti-corruption collective action.

Sign the "Anti-Corruption Call to Action", which is a business call to governments to tackle corruption and foster effective governance for a sustainable and inclusive global economy. Your company's participation in this call to action highlights your ongoing efforts to integrate anti-corruption into your strategies and operations. Learn more about the call to action and how to sign up