

Human Rights Policy

MEO Group



Index

1. Object and Scope	3
2. Internal and External References	4
2.1. Internal Codes and Policies	4
2.2. International Treaties, Conventions, and Initiatives	4
3. General Principles	5
3.1. Right to Life, Liberty, and Security	5
3.2. Prohibition of Forced Labor, Child Labor, and Human Trafficking	5
3.3. Non-Discrimination and Prohibition of Harassment	5
3.4. Freedom of Association and Collective Bargaining	5
3.5. Dignified Working Conditions	5
3.6. Healthy and Sustainable Environment	6
3.7. Communities	6
4. Monitoring, Corrective Actions, and Reporting	7
5. Final Declaration	7

1. Object and Scope

We recognize that respect for Human Rights is fundamental to building a fair and inclusive environment.

This Human Rights Policy is aligned with the principles enshrined in international treaties and standards, national legislation, and the commitments defined in the company's internal codes and policies, committing to respect the dignity of all people, avoid negative impacts on human rights, and promote responsible business practices throughout its value chain.

It applies to all our companies and workers, as well as in our business relationships and activities, in all our geographical locations, regardless of local practices or the level of social and economic development, to ensure that human rights are respected at all levels of the organization.

2. Internal and External References

2.1. Internal Codes and Policies

The Human Rights Policy develops and implements the principles of respect for human rights established in the following fundamental internal policies:

- Collective Labor Agreement;
- Code of Ethics and Conduct;
- Code of Good Conduct for Preventing and Combating Harassment at Work;
- Code of Conduct for Third Parties;
- Third Party Evaluation Policy;
- Anti-Corruption Policy;
- Sustainability Policy;
- Procedure for Offers and Hospitality.

2.2. International Treaties, Conventions, and Initiatives

We commit to aligning our activities with internationally agreed recommendations, guidelines, and commitments, namely the following:

- Universal Declaration of Human Rights (International Bill of Human Rights);
- International Covenant on Civil and Political Rights;
- International Covenant on Economic, Social and Cultural Rights;
- International Labour Organization's Declaration on Fundamental Principles and Rights at Work;
- The fundamental conventions of the International Labour Organization:
 - i. Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)
 - ii. Right to Organise and Collective Bargaining Convention, 1949 (No. 98)
 - iii. Forced Labour Convention, 1930 (No. 29) (and its 2014 Protocol)
 - iv. Abolition of Forced Labour Convention, 1957 (No. 105)
 - v. Minimum Age Convention, 1973 (No. 138)
 - vi. Worst Forms of Child Labour Convention, 1999 (No. 182)
 - vii. Equal Remuneration Convention, 1951 (No. 100)
 - viii. Discrimination (Employment and Occupation) Convention, 1958 (No. 111)
- International Convention on the Elimination of All Forms of Racial Discrimination;
- Convention on the Elimination of All Forms of Discrimination Against Women;
- Convention on the Rights of Persons with Disabilities;
- Declaration on the Rights of Persons Belonging to National or Ethnic, Religious and Linguistic Minorities
- OECD Guidelines for Multinational Enterprises, 2011;
- United Nations Guiding Principles on Business and Human Rights;
- Directive (EU) 2024/1760 of the European Parliament and of the Council on corporate sustainability due diligence, of 5 July;
- Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy;
- Good Practice Guide: Good Work Good Health, ETNO-UNI;
- ETNO-UNI Europe Joint Declaration on Gender Equality, 22 September 2014;
- ETNO-UNI Europe Joint Declaration against Violence and Harassment in the Workplace;
- ETNO Corporate Responsibility Charter;
- Social Responsibility Code of Conduct signed in January 2006 between the Portugal Telecom Group and UNI.

3. General Principles

3.1. Right to Life, Liberty, and Security

We honor the right to life, liberty and security of our workers by adopting a policy of respect for the nature and context of relationships and operations in the sector in which we operate.

3.2. Prohibition of Forced Labor, Child Labor, and Human Trafficking

We repudiate and prohibit all forms of forced labor, child labor, and human trafficking, the exploitation of migrant labor, or any other form of modern slavery, committing to ensuring that all workers perform their activities freely and voluntarily.

3.3. Non-Discrimination and Prohibition of Harassment

- We commit to working together to eliminate all forms of violence and harassment in our workplaces, including gender-based violence and harassment, and to promoting a healthy and safe working environment for all.
- We reject any form of discrimination based on religion, social class, nationality, gender, age, sexual orientation, union association, political affiliation, or any other form of discrimination, ensuring equal opportunities and treatment in professional activities.
- We punish any behavior or act that aims to humiliate, intimidate, or threaten, promoting dignity and respect for human beings in the workplace.

3.4. Freedom of Association and Collective Bargaining

- We respect the freedom of association and recognize the right to collective bargaining.
- We recognize the right of all workers to union freedom, without any discrimination, namely the freedom to form, join, and organize.
- We value dialogue with all Collective Representation Structures of Workers.
- We respect and support the right to strike and the right to collective bargaining.

3.5. Dignified Working Conditions

- We promote dignified working conditions, ensuring workers a safe and healthy working environment, fair and equitable remuneration, personal development and continuous training, privacy of their personal data, the right to disconnect, and access to social protection schemes.
- We foster the reconciliation of professional and family life, ensuring an adequate balance between work and personal life for all workers.
- We promote a culture of occupational risk prevention, ensuring a safer and healthier working environment.
- We ensure access to health services, including mental health, that are accessible and culturally appropriate for all.
- We recognize that all workers with mental health problems have the right to dignity, respect, and inclusion without stigma or discrimination.

3.6. Healthy and Sustainable Environment

- We recognize the right to a healthy and sustainable environment, supporting a preventive approach to environmental challenges, namely the challenge of climate change.
- We assume the responsibility to operate sustainably, namely by minimizing the environmental impact of our activities, adopting practices that promote the responsible use of natural resources.
- Aware of the harmful impacts that the absence of action will have on the realization of human rights, we ensure the promotion of measures to address any measurable degradation, such as harmful changes to the soil, water, or air pollution.

3.7. Communities

- We respect all communities where we are present, making every effort to minimize the negative impact of our activities on the customs and traditions of communities.
- We value dialogue with communities before starting any activity that may, in some way, affect them.
- We recognize that the sustainability of our business model is linked to the prosperity of the communities in which we operate, contributing positively to the achievement of the United Nations 2030 Agenda for Sustainable Development Goals.

4. Monitoring, Corrective Actions, and Reporting

We commit to ensuring risk management processes and assessing negative, real, or potential effects, and to preventing and acting on them. If this is not possible, we commit to ensuring the minimization of their extent and the repair of the negative effects caused.

We commit to establishing a notification and communication mechanism that allows any stakeholder to raise legitimate concerns about negative, real, or potential effects regarding our operations or those of our partners.

We commit to monitoring the effectiveness of this policy and its measures in matters of human rights due diligence and ensuring the dissemination of information to all interested parties.

Workers and key stakeholders must immediately report any serious violation of this policy, and a corrective action schedule must be defined together.

Workers and key stakeholders can report situations about compliance with minimum standards for sustainable businesses through our confidential channel, available at: [Whistleblowing Channel | MEO Institutional](#).

Questions or requests for clarification related to Human Rights should be addressed to the email sustentabilidade@meo.pt.

5. Final Declaration

As a manifestation of our commitment to protecting human rights, we commit to promoting awareness of their importance among workers and key stakeholders, thereby reinforcing the commitment to sustainability in its various dimensions.

We encourage our suppliers and partners to ensure these same conditions for their own workers

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