HUMAN RIGHTS POLICY

WISTA.DTS carries out its activities in South America and Europe, manufacturing packaging for the cosmetics industry in accordance with the defined ethical and behavioral principles, derived from legal requirements on human rights (national and international), such as:

- All instruments of the United Nations System ("UN"): the Universal Declaration of Human Rights, 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, and other fundamental labor standards of the International Labour Organization ("ILO");
- The Voluntary Principles on Security and Human Rights ("VPSHR") and international humanitarian law (where applicable);
- The ten principles of the United Nations Global Compact.

Respect for human rights is a fundamental value for WISTA.DTS. Our Human Rights Policy reflects our values and guarantees our commitment to:

- **Identify and assess actual and potential risks and adverse impacts** in our own operations, local communities, value chains and investments, ensuring that human rights risks and their impacts are managed and addressed in all relevant functions and processes of the company.
- **Implement continuous improvements to prevent, avoid, mitigate and/or remediate impacts on human** rights that may be imposed on our internal employees, service providers, suppliers, customers, or the communities where we operate, and on any other persons whose human rights may be adversely affected by our activities.

- **Implement effective mechanisms (Communication and Reporting Channel)** that allow any stakeholder to raise actual and potential risks to human rights and other matters, confidentially or anonymously, for recording, classification and investigation, with the commitment that whistleblowers will not be harmed or retaliated against for filing a report in our operations. We regularly assess the effectiveness of these reports.

- **Practice the Voluntary Principles on Security and Human Rights:** promote security plans proportionate to our operations, aimed at complying with national laws and the relevant international standards and guidelines on the subject.

- **Disclose, where necessary, any allegations of violations or other relevant information**, in accordance with stakeholder expectations and/or obligations set out in national and international legal requirements, through publications or other legal means.

- **Develop the competencies needed to manage human rights** through a combination of training and the pursuit of specialized expertise (capacity building), for the good performance of employees.

We are convinced that we can only succeed in the long term if we fulfill our corporate responsibility to respect human rights, both locally and globally. It is everyone's responsibility to ensure this statement is applied in practice, always guiding the company toward a sustainable future at all levels.

Eric Zembrod
Chief Executive Officer

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