

1. Introduction

Techint E&C¹ has committed to conducting its operations in a manner that is consistent with human rights principles by fostering and promoting the respect for the fundamental rights and dignity of people.

Techint E&C strives to act in compliance with the Universal Declaration of Human Rights, the principles articulated in the International Labour Organization's Declaration of Fundamental Principles and Rights at Work and the United Nations Global Compact, and all human rights laws, rules and regulations applicable in the jurisdictions where it conducts its business.

Without limitation, Techint E&C adheres to the following principles:

1. Respect for human freedom and dignity;
2. Prohibition of child labor, forced or compulsory labor, slavery or servitude;
3. Prohibition of cruel, inhuman or degrading treatment or punishment;
4. Prohibition of discrimination; and
5. Recognition of rights to freedom of association and collective bargaining.

2. Scope

This policy applies to Techint E&C, its directors, officers and employees, any joint venture controlled by Techint E&C, and the directors, officers or employees of any such joint ventures.

This policy also applies to Techint E&C's providers, suppliers and third party collaborators, which are required, prior to and as a condition to establishing a relationship with Techint E&C, to accept Techint E&C's Code of Conduct for Suppliers.

3. General Standards and Principles

All Techint E&C's employees and suppliers must be treated with dignity and equality.

Techint E&C promotes diversity and rejects any type of discrimination, whether based on gender, sexual orientation, ethnicity, color, age, religion or political opinion.

Techint E&C strongly opposes to forced, child or compulsory labor, and will not tolerate and will vigorously fight slavery and servitude in all of its forms. Techint E&C is committed to a work environment free of violence, harassment, abusive treatment or exploitation.

Techint E&C values and respects the cultures and traditions of the communities in the areas where it operates and takes into account the health, safety, environment, human rights and economic wellbeing of these communities in its operations.

¹ "Techint E&C" refers interchangeably to Techint E&C S.A. and / or the companies controlled by it directly and indirectly.

4. Violations of this Policy. Compliance Line

Techint E&C expects all members of its supply chain to share its values with respect to human rights and relationships with the community, and will not tolerate any behavior inconsistent with the principles, values and standards reflected in this Policy from any of its own employees or from its suppliers.

Techint E&C has committed to helping its employees and suppliers to understand and apply this Policy and encourages them to seek advice with the Human Resources Department, the Business Conduct Compliance Officer (BCCO) and the Legal Service on how to interpret this Policy or deal with any given situation.

Techint E&C also encourages the use of the Compliance Line (available at <https://www.bkms-system.com/TechintEC>) to report any possible violation to or infringement of this Policy.

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Revision	Comments
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