

HUMAN RIGHTS POLICY

1. INTRODUCTION.

At VAN AMERSFOORT RACING INTERNATIONAL BV (the “**Team**”), we respect the Universal Declaration of Human Rights proclaimed at the 1948 United Nations General Assembly in Paris, resolution 217 A (III) for a common ideal for all peoples and nations.

We recognize the fundamental principles of human rights, including equality, non-discrimination, and dignity, and we are dedicated to conducting our activities in a manner that promotes and protects these rights. These commitments will be reflected with all our interest groups and relationships.

2. SCOPE.

The Human Rights Policy applies to all employees, contractors, partners, and stakeholders associated with the Team and extends to all activities and events organized or sponsored by our members and Team.

3. CORE PRINCIPLES.

- **Respect for Human Rights:** we are committed to respecting the Human Rights of all of people throughout our operations and in our value chain.
- **Diversity and Inclusion:** We value and advance the diversity and inclusion of the people with whom we work. We are committed to equal opportunity and are intolerant of discrimination and harassment. The Team prohibits discrimination on the basis of race, color, ethnicity, nationality, gender, sexual orientation, religion, disability, age, or any other characteristic protected by applicable human rights laws and regulations. We are committed to providing equal opportunities for all individuals.
- **Equal Treatment:** we are dedicated to providing equal treatment and respect to all individuals, regardless of their background. Discriminatory practices, harassment, or unequal treatment will not be tolerated within our team.
- **Community and Stakeholder Engagement:** We recognize that we are part of the communities in which we operate. We actively engage with local communities in the areas where we race, respecting their rights and contributing positively to their well-being whenever possible.
- **Labor Rights:** The Team adheres to all labor laws and regulations, including those related to fair wages, working hours, and workplace safety. We respect the rights of employees to join trade unions and engage in collective bargaining where applicable.
- **Safe and Healthy Workplace:** We work to provide and maintain a safe, healthy and productive workplace, in consultation with our employees, by addressing and remediating identified risks of accidents, injury and health impacts
- **Forced Labor and Human Trafficking:** The Team prohibits its employees, suppliers, subcontractors, and agents from engaging in human trafficking and related activities.

- Child Labor: Comply with all appropriate local and international regulations on the restriction on the employment of child labor and the protection of childhood. We do not engage in or support child labor or forced labor in any form. We ensure that our suppliers and partners uphold the same principles.
- Privacy and Data Protection: we respect individuals' privacy and comply with data protection laws when collecting and handling personal information.

4. COMMITMENT TO ACCOUNTABILITY.

The Team is committed to investigating and addressing any human rights concerns that may arise within our organization or as a result of our activities. We encourage reporting of any violations or potential violations of this policy.

5. CONTINUOUS IMPROVEMENT.

We recognize that the protection and promotion of human rights is an ongoing process. We are dedicated to regularly reviewing and enhancing our policies and practices to ensure alignment with international human rights standards.

6. COMMUNICATION AND TRAINING.

We communicate our Human Rights Policy to all employees and stakeholders and provide training to ensure understanding and compliance. We encourage open dialogue and collaboration on human rights issues.

7. COMPLIANCE WITH LAWS.

Our Human Rights Policy is designed to comply with all applicable international and national laws and regulations related to human rights.

8. CONCLUSION.

At the Team, we are committed to fostering a culture of respect, equality, and dignity for all individuals. Our Human Rights Policy is a reflection of this commitment, and we expect all members of our team and partners to uphold these principles in their interactions and activities.

9. COMPLAINT.

Complaints regarding cases must be addressed to the Compliance Officer of the Team, Juan Pablo Rodríguez Salamanca, to the email address: compliance@vanamersfoortracing.nl.

Complaints will be submitted by the victim and will be treated confidentially.

Anonymous complaints will be indicative in nature, and the investigation will be subject to the discretion of the Compliance Officer.

The Compliance Officer will be responsible for receiving and investigating each of the submitted complaints. The Compliance Officer will have the authority to obtain any evidence it deems necessary, with the broadest powers to investigate and obtain all types of evidence, and the authority to require the full cooperation of any employee, regardless of their department.

In the investigative process, the Compliance Officer must document all means of evidence obtained, allowing the complainant to cooperate in the investigation and evidentiary documentation at all times.

Once the investigation is completed, the Compliance Officer will present each case to be ruled by the Team in order to adopt the corresponding measures.

The Compliance Officer will assign an individual tracking number to each complaint and will keep track of and compile statistics on each of the reported cases, providing an annual report to the General Management.

Last update: June 2023