



HUMAN RIGHTS POLICY

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For: History Travelers S.A.S BIC

1. HISTORY TRAVELERS' COMMITMENT TO HUMAN RIGHTS

History Travelers S.A.S BIC is firmly committed to respecting, protecting, and promoting internationally recognized human rights, as defined in the Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights, and other applicable international standards.

Our company offers responsible and sustainable tourism experiences in La Guajira, Colombia, focused on promoting the region's cultural and natural heritage. Through our operations, we strive to generate a positive impact on local communities by fostering respect, diversity, and equity.

We have the ability to positively influence our network of collaborators, host communities, and clients through the implementation of respectful, equitable, and non-discriminatory tourism practices.

2. SCOPE

This human rights policy applies to all permanent and temporary employees of History Travelers S.A.S BIC. It also applies, to the extent possible, to partners, suppliers, and external contractors. All staff are required to comply with this policy and report any known cases of non-compliance.

3. PURPOSE

The purpose of this policy is to establish guidelines to ensure the respect for human rights across all our operations and business relationships. It aims to prevent abuses, promote ethical practices, and ensure a safe and fair environment for all involved.

History Travelers S.A.S BIC

📍 Calle 9 #3 – 52, Barrio Arriba, Riohacha, La Guajira, Colombia

☎ Teléfono: +57 310 277 1745

✉ Correo electrónico: historytravelersguajira@gmail.com

🌐 Sitio web: <https://historytravelers.com>

4. WHAT ARE HUMAN RIGHTS?

Human rights are fundamental principles that recognize and protect the dignity of all individuals. They include the right to life, liberty, equality, security, decent work, non-discrimination, freedom of expression, health, and education, among others.

5. REVIEW AND CONSULTATION

- **Prevention of discrimination, intimidation, and harassment in the workplace**
 - All complaints will be investigated confidentially, fairly, and promptly.
 - If verified, proportional disciplinary measures will be applied.
- **Gender equality**
 - We implement inclusion policies and continuous training on gender equity.
- **Child and forced labor**
 - Child or forced labor is strictly prohibited in our operations and supply chain.
- **Occupational health and safety**
 - We comply with current Colombian labor regulations on health and safety.
 - All reported incidents are recorded and investigated for proper follow-up.
- **Working conditions**
 - We ensure fair, equitable, and non-discriminatory working conditions.

6. RESPONSE PLAN

- **For staff:**
 - Violations must be reported to the Human Resources department or directly to management.
 - Complaints must be documented in writing and kept strictly confidential.
 - This policy is linked to the confidentiality and internal whistleblowing policies.
- **For clients:**
 - Any incident may be reported to historytravelersguajira@gmail.com or +57 310 2771745.
 - We reserve the right to deny services to individuals or entities that violate human rights.

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7. COMMUNICATION AND TRAINING

- This policy will be communicated during onboarding and through annual internal workshops.
- Staff will receive training on human rights, ethics, and sustainability once a year.
- This policy will be reviewed and updated annually or as needed.

8. ROLES AND RESPONSIBILITIES

- The General Management is responsible for drafting, approving, and updating this policy.
- Management must implement and supervise its compliance in operations.
- The human resources team must receive, channel, and follow up on complaints.
- All staff must know, respect, and apply the principles established in this policy.

SINCERELY,

**PAOLA ANDREA FORERO
LEGAL REPRESENTATIVE
HISTORY TRAVELERS S.A.S BIC**

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