



**Letter of Support for the UN Standards of Conduct for Business Tackling Discrimination
against LGBTI People**

Office of the United Nations High Commissioner for Human Rights (OHCHR)
Palais Wilson
52 rue des Pâquis
CH-1201 Geneva, Switzerland.

16th June 2022.

Dear OHCHR:

We are pleased to express support for the Standards of Conduct for Business Tackling Discrimination against Lesbian, Gay, Bisexual, Trans, and Intersex People (the Standards) put forth by the Office of the United Nations High Commissioner for Human Rights (OHCHR).

We respect the human rights of our employees, customers and members of the LGTBIQ public. We promote the inclusion and respect of LGTBIQ employees in the workplace, as well as zero tolerance for discrimination against LGTBIQ people. We support LGTBIQ staff in their jobs. Within the framework of our harassment prevention protocol, we guarantee and prevent discrimination and abuse related to LGTBIQ among our employees. We defend all human rights, and we defend the human rights of LGTBIQ people in the communities in which they operate.

Thor Especialidades, S.A. within the framework of our first equality plan, we are working on the first integration and diversity policy for LGTBIQ people in the workplace. This policy will subscribe and include the principles of business conduct to which we wish to subscribe through this letter.

It would be an honor for us to subscribe UN Standards of Conduct for Business Tackling Discrimination against LGBTI People and become official List of Supporters of the Standards.

Albert Garcia Codina
Managing Director
Thor Especialidades, S.A.