



## **Human Rights Policy**

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**HUMAN RIGHTS POLICY**

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## OBJECTIVE

The objective of this policy is to define and establish at all levels, the political commitment to protect and respect the human rights inherent to every person, especially those contained in the Universal Declaration of Human Rights, as well as in the International Labour Organization (ILO) Declaration on fundamental principles and rights regarding labor and the applicable laws on the subject.

## SCOPE

- a) All employees of the corporation;
- b) Our customers;
- c) Our suppliers;
- d) All people directly or indirectly related to the corporation.

## DEVELOPMENT

AgroAmerica applies the Human Rights policy within its facilities as well as outside of them, to ensure that respect for human rights is an integral part of each of employees, suppliers, customers and stakeholders.

This policy is in accordance with the legal framework of the International Bill of Human Rights and the principles related to fundamental rights established in the International Labour Organization Declaration on fundamental principles and rights regarding labor, based on the *Guiding Principles on Business and Human Rights*.

AgroAmerica is convinced that the fight for the foresight, protection and remediation of any human rights violation is closely related to specific issues in the geographical context where the corporation carries out its operations, and that it is essential to make an additional effort to prevent, protect and sanction them.

## POLITICAL COMMITMENT

- The corporation is committed to having internal or external advisors, who can be constantly consulted on working conditions, so that human rights can be easily exercised in all areas of the corporation's activity.
- The corporation is committed to ensure that at the earliest possible time, all persons directly or indirectly related to its operations, have a clear knowledge of the human rights inherent to the person and their scope, and consequently



proceed to respect them at all times. For this purpose, training will be provided on human rights topics and their scopes.

- The corporation is committed to continuous training that reaffirms and contributes to the prevention and respect for human rights.
- The corporation is committed to take appropriate measures to prevent, investigate, punish and repair such abuses through adequate policies, regulatory activities and legal action.
- Specific questions aimed at measuring the level of compliance with the provisions of this policy will be included in the workplace climate surveys that are conducted on employees, in order to qualitatively and quantitatively measure the protection, respect and eventual reparation on human rights.
- The corporation's activities shall be prevented from causing or contributing to negative human rights impacts and shall address such impacts when they occur.
- Adequate measures shall be taken to prevent or mitigate negative impacts on human rights directly related to operations, products or services provided by their business relationships, even when they have not contributed to create them.

## **DUE DILIGENCE**

- The Human Resources Department, under the supervision of the Compliance Management, will carry out procedures to identify, prevent, mitigate and evaluate the results of negative impacts on human rights.
- The Human Resources Department, under the supervision of the Compliance Management, shall collaborate at the earliest possible stage with the companies that are part of the corporation to help them determine, prevent and mitigate risks that arise from their activities and business relationships with regard to human rights.
- This department, along with the Compliance Department, will follow up on the findings that are detrimental to Human Rights, based on adequate qualitative and quantitative indicators, as well as on the measures adopted and their effectiveness. It assess and address the main risks against human rights.



- The measures adopted in response to the findings mentioned in the previous paragraph shall be communicated in a timely manner.
- The Human Resources Department, under the supervision of the Compliance Management, will provide training on Human Rights.

## **REPARATIONS**

If necessary, the Compliance Management, and subsequently together with the Ethics Committee, will study and determine the best way to repair possible violations or infringements of Human Rights, providing space for participation and dialogue.

Reparation procedures must be legitimate, accessible, transparent, clear and understandable.

They ensure the effectiveness of existing policies, laws, regulations and enforcement measures to prevent the risk of business involvement in serious human rights violations.

## **CONTROL, EVALUATION AND REVIEW**

AgroAmerica will have action procedures that integrate prevention, surveillance, investigation and sanction on any type of manifestation of bad practices that represent a human rights violation. Disciplinary measures established by the compliance team shall be imposed in the event of individual or continuous misconduct related to any human rights violation.