

# Human Rights Policy

# 1. Introduction

At Complejo Agroindustrial Beta, we are signatories of the United Nations Global Compact, we support the Business Guiding Principles and Human Rights as well as the UN Sustainable Development Goals.

We strive to be a sustainable and responsible company and to create a proper work environment for all the people regardless of their gender, age, race, disability, sex orientation, cultural background, religion, family responsibilities or other areas of potential difference.

This commitment provides an essential basis to fulfill our purpose, which is to offer our customers quality products, complying with all the regulations that dictates the law and having respect for the dignity of all people.

Therefore, we do not tolerate or approve the abuse of human rights in our business operations or our value chains, and we will take seriously any allegations linked to human rights violations.

We are committed to respect all human rights established in accordance with:

- The International Bill of Human Rights of the United Nations.
- The Principles of the Global Compact.
- Compliance with the Principles of the ETI Code.
- The Fundamental Conventions of the International Labor Organization.

# 2. Scope

The declarations and commitments expressed in this document constitute a conduct guideline for all the interested groups linked to the company: Clients, Society, Community, Suppliers, Collaborators and the State, with whom we join efforts to promote respect for Human Rights.

## 3. Our Commitments

### FORCED LABOR



#### Trafficking in people:

Human trafficking is a problem that we recognize is present in food and non-food supply chains. We strongly support transparency and collaboration to eliminate the risks of modern slavery within our operations and our industry, and we also ensure the response to changing risks.



#### Forced labor:

We align ourselves with the definition provided by the Convention 29 of the International Labor Organization (ILO), Convention on forced labor, understood as one that prohibits all work or service required from a person, under the threat of any penalty and for which this person is not volunteering.

In the same way, our suppliers must guarantee that their workers can resign voluntarily and leave the workplace at the end of their working day.



#### Child labor:

Child labor and the hiring of minors is prohibited. We employ workers who legally exceed the minimum age for admission (18 years old), to carry out functions that, by their nature, may be dangerous for the health, safety or morals of children. Our commitments are aligned with Peruvian labor laws, the labor standards of the International Labor Organization (ILO) and the principles of the United Nations Global Compact.

We keep accurate and up-to-date documents of all workers in order to avoid cases of stolen identity related to minors in accordance with ILO Convention 138, the minimum age convention. The mandatory nature of this policy extends to the inclusion of contractual clauses with subcontractors, suppliers and other commercial partners that imply firm commitments with Complejo Agroindustrial Beta.

## FREEDOM OF ASSOCIATION



### Freedom of association:

We recognize the right to freely form and / or join independent unions, a commitment that is clearly communicated to all employees. For this reason, we accept the activities of unions, labor committees (harassment, health and safety). The company prohibits discrimination or adverse actions against worker's or employee's representatives for participating or refusing to participate in lawful union activities.

Even if there are no unions, we promote the development of similar means of free and independent association and negotiation through the participation and representation of workers in formalized coordination spaces.



### Right to collective bargaining:

Workers, without distinction, have the right to form or join unions of their own selection and to bargain collectively. The company recognizes workers' organizations and has established procedures to ensure collective bargaining with authorized workers' representatives on all work-related issues.

## LABOR CONDITIONS



### Living salary:

We provide an adequate living wage that meets the basic needs of food, clothing and housing and we provide some discretionary income for our workers and their dependents; we fully comply with all the applicable labor laws, including the payment of wages for regular and overtime hours, holidays, and weekly rest days.

All workers receive written and understandable information on working conditions and wages before starting a job and every time they receive their payments.



### Equal payment:

Within the framework of law, our remuneration policies establish the requirements for receiving remuneration or benefits of any other nature and determining their amounts, without incurring direct or indirect discrimination based on gender.

Salary deductions are not allowed as a disciplinary measure, nor any salary deduction not provided by national law without the express consent of the worker.



### Working hours:

We duly respect the working hours established by national laws. The company will not ask its employees to work normally more than 48 hours a week and they must have at least 1 day off for each 7-day period. The overtime will be voluntary, will not exceed 4 hours per working day and will be compensated with a payment established in accordance with the law.



### Employment status:

We ensure that all employees receive employment contracts before starting work for the company and that each employee understands the contracts. The contracts detail the labor rights and obligations of each employee, including a job description, bonus and salary systems, and reasonable notice periods.



### Licenses:

The company ensures that workers have paid vacations, sick license and parental license in accordance with the country's labor regulations.

## FAIR TREATMENT



### Discrimination and harassment:

We are committed to prevent any kind of discrimination, being this caused or motivated by:

- Culture
- Ethnicity
- Religion
- Nationality
- Political or philosophical ideology
- Sex or sexual orientation
- Disability and other reasons for discrimination

In the same way, we condemn all sexual harassment towards collaborators, such as threats, acts of injury to the dignity of the person, exerting attitudes of pressure or intimidation in order to receive attention or favors of a sexual nature, as well as exerting pressure to meet with the aggrieved person in an environment outside of work or within it for no apparent work reason.



### Worker privacy:

We ensure that our collaborators have access to all personal data collected about them, including data on disciplinary decisions and data obtained through monitoring, but excluding specific confidential information from management related to performance evaluations, salary negotiations, promotions, rotation and similar job decisions.



### Security forces:

We manage security in a way that respects human rights, guaranteeing the integrity of our employees, the environments in which we work and the communities with which we interact.



### Confidentiality of information:

We guarantee the right of business partners (workers, clients, suppliers) to use their information in accordance with the right of every person not to provide information that affects personal and family privacy.

## HEALTH AND SECURITY



### Health and safety systems:

We comply with current occupational health and safety regulations that apply to our business activities, following the policies and procedures of the local regulatory framework. We have effective health and safety procedures, which comply with national and international industry standards.

We implement a health and safety system at work, through which we seek to involve employees in the continuous identification of hazards and risk assessment. We are committed to maintain communication channels with our employees so they can actively participate in the elements of the Occupational Health and Safety Management System.

## COMMUNITY IMPACT MANAGEMENT



### Access to land and property:

We are committed to respect the resources or tenure rights of people and nearby communities following the principle of previously informed and free consent. We make sure before buying, renting, acquiring or accessing land or property that we identify all existing owners and users of the land or property. We also investigate past use and ownership of land or property to ensure that previous users and owners have not been improperly transferred and that expropriations by authorities have been carried out in accordance with international law.

## PRODUCT MANAGEMENT

We take measures to eliminate possible side effects that could harm or threaten human life and health during the production process, consumption or disposal of the products.

We comply with relevant national laws, international guidelines and industry standards regarding the production process and product marketing.

## TRANSPARENCY

We are committed to interact openly with the communities and society in general, around the areas of operations, before, during and after starting activities that may negatively affect their access to resources.

The company openly communicates progress in managing the topics related to the Global Compact principles, including performance results, as well as information on management strategy, approach, challenges and dilemmas through its public annual reports.

## 4. Due Diligence

Our commitments with human rights are annually evaluated based on a due diligence process and the prioritization analysis of human rights risks. Through these evaluations, we monitor the activities that could cause human rights risks in our operations. This evaluation process is a requirement for the presentation of annual reports and necessary for the involvement of interested parts for measures application.



Juan Carlos Shimabukuro Goto  
Gerente de Recursos Humanos



## Annex: Local regulatory references and international guidelines

### International agreements:

- Convention No. 111 of the International Labor Organization (ILO), on discrimination (employment and occupation), ratified by Peru on August 10, 1970.
- The United Nations Guiding Principles on Business and Human Rights.
- The 10 Principles of the United Nations Global Compact

### National regulations

- Law No. 31110, Law of the Agrarian Labor Regime and Incentives for the Agrarian and Irrigation, Exporter and Agroindustrial Sector.
- Law No. 30709, Law that prohibits remunerative discrimination between men and women.
- Law No. 27942, Law on Prevention and Punishment of Sexual Harassment, a rule that was modified by Law No. 29430.
- Supreme Decree No. 010-2003-MIMDES, which approves the Regulation of Law No. 27942, Law on Prevention and Punishment of Sexual Harassment.
- Law No. 29783, Law on Safety and Health at Work and its regulations.
- National Plan of Action on Business and Human Rights (Ministry of Justice and Human Rights).
- Legislative Decree No. 1062, legislative decree that approves the food safety law.

Complejo Agroindustrial Beta has been a member of the United Nations Global Compact since 2017.