



HUMAN RIGHTS POLICY

Camposol is a company dedicated to agriculture, whose activities are related to the cultivation and post harvest of fresh and frozen fruits for export; which recognizes that the rights humans must be protected and respected; therefore, it establishes the following commitments:

- ◉ **Respect and recognize** the principles of internationally recognized human rights, treating people with dignity and respect, in accordance with the Universal Declaration of Human Rights, the International Bill of Human Rights, as well as the Declaration of the International Labor Organization (ILO) on fundamental principles and rights at work, the United Nations Global Compact and the Ethical Trade Initiative, addressing specifically those Human Rights directly related to business private.
- ◉ **Act** in accordance with the criteria detailed in our code of ethics and conduct, related with: prohibition of child labor; imprisonment and forced labor; safety and health in the job; freedom of association and collective bargaining; discrimination; disciplinary measures; work schedules; remuneration; sustainability and environment; purchases and logistics; integrity in the company; conflict of interest and anti-corruption practices.
- ◉ **Approach** the impact on human rights, understanding how activities within the Camposol's value chain, can have a positive or negative impact on its parts stakeholders, establishing mechanisms that help identify, approach, and remedy the adverse impacts on human rights and strengthen those that influence positively.
- ◉ **Promote** a culture of human rights through awareness raising and/or training of this matter to all Camposol workers.
- ◉ **Comply** with current national legal regulations on human rights; as well as the rules of voluntary adherence and other guidelines voluntarily adopted by Camposol.
- ◉ **Continuously improve** the performance of the commitments of this policy, establishing objectives, goals, action plans, responsible; as well as a periodic review to assess monitoring.
- ◉ **Integrate** this human rights policy with the other management systems of Camposol, in general.

This "Human Rights Policy" is communicated to all stakeholders of Camposol; likewise, it is available for consultation and is reviewed annually.

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FAMILY OFFICE



Jose Antonio Gómez Bazan
CEO

