



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.

In addition, it carries out its activities ensuring compliance with this policy, considering compliance with legal requirements and regulations that are applicable to its activities. For this reason, it establishes as its main commitment to promote and respect the Human Rights of all the people involved and interested in the business and on whom it could have an impact.

Camposol 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) regarding Fundamental Principles and Rights at Work, the United Nations Global Compact and the Ethical Trade Initiative (ETI), specifically addressing those Human Rights directly related to private companies.
- ◉ **Act** in accordance with the criteria detailed in its code of ethics and conduct, related to prohibition of child labour; deprivation of liberty and forced labour; security and health at work; freedom of association and collective bargaining; discrimination; disciplinary measures; working hours; wages; sustainability and environment; purchases and logistics; integrity in the company; conflict of interest and anti-corruption practices.
- ◉ **Address** the impact on Human Rights, understanding how activities within Camposol's value chain can have a positive or negative impact on its stakeholders, establishing mechanisms that help identify, address and remedy adverse impacts on Human Rights and reinforce those with positively influence.
- ◉ **Promote** a culture of Human Rights through awareness and/or training in this matter for all Camposol workers.
- ◉ **Comply** with current national legal regulations on Human Rights; as well as the voluntary membership rules and other guidelines 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 evaluate the follow-up.
- ◉ **Integrate** this Human Rights policy with the other Camposol management systems, in general.

Through its commitments, CAMPOSOL aspires to sustainable growth, so that the company and the communities in which it operates are more prosperous, inclusive, and resilient.

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

Approved by:

D|C
FAMILY OFFICE

Jose Antonio Gómez Bazan
CEO

