



Corporate Human Rights Policy 2022

In force since
October 1st, 2022





HUMAN RIGHTS POLICY

At DINANT, human rights are important not only for individuals but for all the organizations they create. In this sense, we recognize that companies have the responsibility to respect and the capacity to contribute positively to the protection of Human Rights, in all their business functions and throughout their value chain; incorporating Human Rights as a mandatory part of the company's thinking and actions.

OBJECTIVE

This Human Rights Policy contains the general principles that are incorporated with transversality throughout the company. It establishes the commitment to promote, respect, and protect Human Rights, to maintain harmony, and strengthen transparency and trust in all our areas of influence and workplaces, including employees, customers, suppliers, consumers, civil society, and all those communities nearby, as the case may be: indigenous, tribal and other diverse ethnic groups, as well as all interested parties.

DINANT has an organizational culture that implements policies of support, respect, and protection of human rights recognized locally and internationally and seeks to avoid complicity in human rights violations; such is the case of its Sustainability Policy, whose report was developed based on the standards of the Global Reporting Initiative (GRI)¹, seeks to communicate, plan, implement and measure the economic, environmental and social impact we generate as a company. In this sense, we support the International Bill of Human Rights² and the International Labor Organization (ILO)³, on Fundamental Principles and Rights at Work.

At the same time, DINANT implements the Voluntary Principles on Security and Human Rights initiative⁴, identifying risks that may affect the company and the relationships that the company has with public security forces and our private security providers.

¹ The Global Reporting Initiative is an independent international standards organization that helps companies, governments and other organizations understand and communicate their impacts on issues such as climate change, human rights and corruption. <https://www.globalreporting.org/>

² The Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights together are commonly referred to as the "International Bill of Human Rights".

Available at: <https://web.archive.org/web/20100221183241/http://www2.ohchr.org/spanish/law/>

³ ILO 1998. The ILO considers its eight core conventions to be "essential" and form the basis of the Declaration on Fundamental Principles and Rights at Work. These eight conventions are the basis for the four Labor Principles of the United Nations Global Compact. Available at: <https://www.unglobalcompact.org/>

⁴ Developed in 2000 by governments, companies and NGOs. They cover three key elements: risk assessment, public security providers and private security providers. Available at: <https://www.voluntaryprinciples.org>

SCOPE

This Human Rights Policy governs all of DINANT's business functions, including its Agribusiness division - operated by Exportadora del Atlántico, S.A. de C.V. - and its respective production, manufacturing, administrative, and distribution channel areas, whose operations are present in Central America and the Dominican Republic, as well as any other country where operations are expanded.

In addition, as a member entity of a larger value chain, we extend the scope of this policy to all partners and communities, such as suppliers, business partners, intermediaries, contractors, customers, and consumers.

DINANT'S COMMITMENT TO COMPLY WITH THIS POLICY

1. Legal Compliance

The company affirms its commitment to comply with all national and international laws, as well as to respect universally recognized human rights standards applicable to all business units in all territories where DINANT operates.

Our principle is based on unrestricted respect for National Legislation and International Human Rights standards.

2. No Discrimination

At DINANT we are determined to defend Human Rights in everything we do and we do not tolerate such discrimination in others.

We provide equal opportunity and equal treatment to eliminate discrimination based on race, color, gender, sexual orientation, gender identity, religion, political opinion, nationality, caste, ethnicity, social origin and status, disability, age, union membership or other status of individuals⁵.

We guarantee respect for the reproductive rights of employees, especially women, in order to protect the well-being related to their reproduction promoting non-discrimination and training on issues related to freely deciding their family planning.

⁵ ILO 1958. Discrimination (Employment and Occupation) Convention, Available at: https://www.ilo.org/dyn/normlex/es/?p=NORMLEXPUB:12100::NO:12100:P12100_ILO_CODE:CTII:NO



3. Child Labor

DINANT adheres to the ILO Convention 138⁶ and the United Nations Convention on the Rights of the Child⁷, which establishes that they must be protected against the performance of any work that may be dangerous or hinder their education, or be harmful to their health or their physical, mental, spiritual, moral or social development. Through its Recruitment, Selection, and Hiring Policy (PO-05.01) DINANT does not use or hire minors in any of its processes and sites where it operates. In turn, the company commits to monitor those in its supply chain to ensure compliance with the prohibition of child labor and the protection of children's rights.

It should be clarified that the family work of small producers can be valid as long as it is not dangerous, is accompanied by an adult, and the child's right to education is respected first, including the necessary time for study and homework, by case⁸.

4. Forced Labor

DINANT does not employ forced, bonded, unpaid, involuntary, or prison labor through its operations, ensuring that the general conditions of employment are voluntary and employment by its employees is freely chosen.

Concerning its business partners, such as suppliers, DINANT is committed to permanently monitoring the prohibition of forced labor throughout the value chain in which the business participates.

5. Freedom of association and collective bargaining

DINANT respects the right of assembly and free association of its employees. This is materialized through the internal work regulations applicable to each of the company's operating sites.

⁶ ILO 1973. Stipulates that States should progressively raise the minimum age to a level that makes possible the fullest possible physical and mental development of children. Establishes 15 years as the minimum age for admission to work in general.

Available at: https://www.ilo.org/dyn/normlex/es/?p=NORMLEXPUB:I2100.0:NO::P12100_ILO_CODE:C138

⁷ UN 1989. Available : <https://www.un.org/es/events/childrenday/pdf/derechos.pdf>

⁸ The ILO understands that a family productive activity is exclusive when a) a child must devote all his or her time to these tasks and is deprived of the possibility of going to school, a situation in which these activities are considered equivalent to an economic activity, or b) when these activities cannot be distinguished from those related to family reproduction, because the place where they are carried out and the place of residence coincide, or because the areas of production and social reproduction are involved.



6. Salaries and Benefits

We start from legal compliance with the Minimum Wage Law by industry and position in the countries where we operate.

DINANT is constantly working on the development of salary policies and differentiated benefits that support its employees by providing a living wage.

7. Prohibition of any type of violence, whether physical or psychological

DINANT rejects, repudiates, and penalizes the use of any type of physical and/or psychological violence such as instigation, harassment, threats, or intimidation, among others, by any person related to its business activities.

In the event of any episode of this nature, the company undertakes to deal with it peacefully, with full transparency and involvement of the parties. All our employees have the obligation, the right, and the responsibility to make use of our Code of Ethics to report any incident, intimidation, and/or violence of which they have been victims or witnesses. DINANT will not take any adverse action and ensures the protection of the person or groups of persons reporting any act of violence.

In the case of DINANT's employees, direct and indirect, in the event of any act of violence has been proven - after a transparent and legal process of dismissal, accusation, and collection of evidence - DINANT may determine non-compliance with company policies, internal work regulations, and/or this Declaration of Human Rights and may be considered grounds for dismissal and removal of the employee from the position, following legal and standardized company procedures. It may even be possible to cancel the contract with outsourced providers and/or contractors.

8. Security

Being aware of how important and sensitive it is to control and guide the actions of the Security Services, DINANT ensures that its team of security officers, both direct and indirect, comply with the standards based on the UN guidelines and conventions on the use of force, as well as the Voluntary Principles on Security and Human Rights, an initiative that serves as a behavioral guide not only for them but also for the rest of our employees.

DINANT categorically prohibits the use of mercenaries or paramilitaries in any of its operations.



9. Rights of indigenous/traditional/territorial communities and peoples

We adhere to the UN Declaration on the Rights of Indigenous Peoples and ILO Convention 169 on Indigenous and Tribal Peoples⁹; recognizing themselves as ancestral and permanent societies, respecting the importance of ethnic and cultural diversity, heritage, and traditional knowledge for the integration and survival of peoples.

The company contributes to the well-being of the communities in its areas of influence according to its operating sites. It will also maintain participatory and transparent communication regarding the impacts of its activities, through consultations or any other informative and participatory mechanism to address interested parties.

The Free, Prior, and Informed Consent (FPIC) procedure will be used with the communities when there are new plantations or new industrial projects that may have an impact on neighboring communities.

10. Respect for Human Rights Defenders

In the event of an imminent conflict, DINANT practices at all times respect for the human rights of all parties involved and is committed to dialogue and peaceful resolution through non-violent means within the framework of the laws of the countries where it operates.

We respect and recognize the initiatives of all sectors that promote respect for and compliance with human rights, as well as the people and institutions that ensure their achievement. Therefore, we sanction all kinds of intimidation against them, we protect and respect Human Rights Defenders.


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CEO


ROGER ENRIQUE PINEDA PINEL
CORPORATE RELATIONS
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⁹ ILO 1989, Indigenous and Tribal Peoples Convention (No. 169).

Available: https://www.ilo.org/dyn/normlex/es/f?p=1000:12100:0:NO::P12100_INSTRUMENT_ID,P12100_LANG_CODE:312314,en:NO

