

HUMAN RIGHTS POLICY



GRUPO ARGOS

Investments that transform

1. INTRODUCTION

As an essential principle of its sustainability strategy, Grupo Argos is committed to respecting and promoting human rights. Thus, we take responsibility for preventing, identifying, and remedying the negative consequences that its operations and businesses may cause in relation to human rights. This is in accordance with the Universal Declaration of Human Rights, the declarations of the International Labor Organization (ILO), the principles of the Global Compact, the United Nations Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct, and applicable laws in each country where it has a presence.

2. SCOPE

- The Human Rights Policy of Grupo Argos applies to all companies that make up the Argos Business Group, regardless of the region or country where they operate.
- All employees of the Argos Business Group must know and comply with this policy.
- The policy provides guidelines to protect the human rights of all stakeholders of the companies that make up the Argos Business Group.
- Grupo Argos requires compliance with this policy from its suppliers, partners, and business allies.
- For investments where it does not exercise corporate control, Grupo Argos will promote the dissemination and compliance with this policy through its participation in the governance structure.

3. COMMITMENTS

- Promote respect for human rights among its stakeholders, regardless of race, color, gender, language, religion, age, disability, political or ideological opinion, sexual orientation, national or social origin, or economic position.
- Promote among its employees the right to equal opportunities and equal pay, non-discrimination, and freedom of thought, culture, religion, and political ideology.
- Promote a dignified, safe, and healthy work environment.
- Respect employees' right to association and collective bargaining.
- Reject forced or compulsory labor and help combat it.
- Reject child labor and human trafficking and contribute to their elimination.
- Reject corruption and help combat it.
- Respect access to a clean, healthy, and sustainable environment.
- Remedy the negative impacts that our activities may have on human rights.

4. FUNDAMENTAL PRINCIPLES

The Human Rights Policy is based on the following principles:

- **Universality:** We recognize that all human rights are universal, inalienable, interdependent, and indivisible.
- **Preventive approach:** We proactively identify and manage risks that our activities may pose to the human rights of our stakeholders.
- **Due Diligence:** We conduct periodic assessments to identify and evaluate human rights-related risks arising from our operations, implementing measures to mitigate or remedy negative impacts.
- **Consultation and participation:** We encourage the participation of our stakeholders in the due diligence process and in the implementation of our Human Rights Policy.
- **Transparency and communication:** We commit to acting transparently in all our actions related to human rights, openly and assertively communicating our policies and actions in this regard.
- **Transversality:** We respect human rights as part of a commitment that materializes in the management of all areas of Grupo Argos within the framework of their functions, in accordance with national and international standards.

5. APPROVAL AND VALIDITY

The Human Rights Policy will come into effect for the companies that make up the Argos Business Group once it has been approved by the board of directors or the competent body.

6. PUBLICITY

The Human Rights Policy is published on Grupo Argos' website and must be updated whenever a modification is approved.

Version	Description	Date
V-001	Initial issuance	17-02-2015
V-002	Update	23-10-2024