

COMMITMENT TO DECENT WORK AND RESPECT FOR LABOR RIGHTS



GRUPO ARGOS

Investments that transform

At Grupo Empresarial Argos, we believe in building labor relationships based on respect, equity, and human dignity. As part of our purpose to contribute to the harmonious development of the environment, we adopt a clear position regarding the respect of labor rights, applicable to all people who are part of our operations and value chain.

OUR VISION OF DECENT WORK

Our commitment is based on fundamental principles that we actively promote in all our investments and subsidiary companies:

- Freedom of association and the right to collective bargaining.
- Absolute rejection of forced or child labor.
- Discrimination-free working conditions.
- Safe, diverse and inclusive work environments.

WORKING CONDITIONS THAT BOOST WELL-BEING

At Grupo Argos we work to generate a work environment that promotes the personal and professional development of each employee. That is why our commitment to decent work and respect for labor rights includes:

- **Fair compensation:** We guarantee that all people receive adequate remuneration, which contributes to their own and family well-being, exceeding the legal minimums.
- **Responsible and healthy schedules:** We promote sustainable working hours, where the balance between business objectives and the physical and emotional health of our employees is prioritized.
- **Work disconnection:** We respect the right to disconnect from work outside of working hours. We promote a culture where downtime, family life, and self-care are valued as essential components of holistic well-being.
- **Vacations and rest:** Everyone is entitled to rest periods and paid annual leave, as part of our commitment to quality of life.
- **Pay equity:** We actively work to guarantee equal opportunities and remuneration between men and women for work of equal value.
- **Clear and respectful processes in organizational changes:** In situations that require adjustments in our structure, we are committed to managing processes in a transparent and respectful manner. We foster an environment of open communication, providing adequate notification times and ensuring the necessary accompaniment to people, to support them in the transition.

APPLICATION AND SCOPE

This approach extends to all of our companies, and we expect our strategic partners and suppliers to embrace these principles as well. We believe that sustainable development is only possible if all the people involved in our operations have fair and safe conditions.

MONITORING AND CONTINUOUS IMPROVEMENT

We have monitoring mechanisms, spaces for dialogue and confidential channels for dealing with work situations. We constantly review our practices to ensure they are aligned with the best global trends in labor and human rights.

PUBLICITY

This commitment will be published on the Grupo Argos website and must be updated whenever a modification to it is approved.