

# HUMAN RIGHTS POLICY



**GRUPO ARGOS**

Investments that transform

As a basic principle of its sustainability strategy, Grupo Argos is committed to the respect and promotion of Human operate, in accordance with the Universal Declaration of Human Rights, the declarations of ILO, the Global Compact, and the applicable laws in each country.

Taking ethical integrity as a basis for its business actions, Grupo Argos assumes the responsibility of identifying and preventing the negative consequences that its operations and businesses can have over human rights.

## **1. SCOPE**

- Applies to all subsidiaries, regardless of the region or country in which they operate.
- When it does not exercise control, Grupo Argos will promote commitment and compliance through participation in the governance structure.
- Priority stakeholders: employees, shareholders, suppliers, partners, contractors, and communities.
- Dissemination and promotion to all employees of Grupo Argos and its subsidiaries.

## **2. BASIC COMMITMENTS**

- Promote the respect for human rights among its stakeholders, without distinction due to race, color, gender, language, religion, age, disability, political or ideological opinion, sexual orientation, national or social origin, or economic status.
- Promote among its collaborators the right to equal opportunity and remuneration; no discrimination and freedom of thought, culture, religion, and political ideology, in a suitable, safe, and healthy work environment.
- Reject and help combat corruption.
- Reject and contribute to the elimination of child labor and human trafficking.
- Reject and help fight against forced and compulsory labor.
- Respect employees' right of association and collective negotiation.