



Commitment to Responsible Recruitment and the Elimination of Forced Labor

Our company maintains a strict zero-tolerance policy against all forms of forced labor, human trafficking, and debt bondage. We are fully committed to ensuring that all employment within our operations and supply chain is based on free and informed choice, in line with international standards.

All recruitment and hiring processes are designed to guarantee that employment is completely voluntary. Workers are never required to pay recruitment or placement fees, make deposits, or surrender identity documents at any stage of the hiring process. We assume full financial responsibility for all recruitment-related costs, including transportation from the workers' communities of origin to our facilities, thereby removing any financial risk that could lead to indebtedness or coercion.

To strengthen this commitment, we conduct regular training for our recruitment and human resources teams on ethical recruitment, labor rights, and human trafficking prevention. We also maintain clear policies that outline our expectations for both internal staff and any third-party labor intermediaries we may engage with. These policies explicitly prohibit deceptive recruitment practices, withholding of wages, or any restriction on workers' freedom of movement or communication.

Workers have the right to terminate their employment at any time, in accordance with applicable labor laws, without fear of retaliation or penalty. We ensure that every employee fully understands the terms and conditions of their employment before signing any contract and that all documentation is provided in a language they clearly understand.

By implementing these principles, we not only comply with national labor regulations but also promote a culture of respect, transparency, and accountability throughout our organization. Our approach to responsible recruitment is an integral part of our broader human rights due diligence strategy, reinforcing our commitment to ethical labor practices and the prevention of any form of modern slavery.

This commitment forms part of our broader Environmental, Social, and Governance (ESG) and sustainability strategy. By integrating responsible recruitment and fair labor standards into our operations, we aim to build a resilient and socially responsible agricultural workforce. Upholding human rights is not only a legal or ethical obligation, it is a core component of our long-term sustainability vision, contributing to fair employment, stronger communities, and a more transparent global supply chain.

Juan Cárdenas Cevallos
CEO