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	SUSTAINABILITY POLICY		001
			RSE-K-01
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1. Objectives

- Be committed to social, legal and environmental aspects in order to be a profitable and sustainable company and achieve excellent economic performance and market positioning.
- Comply with legal requirements including relevant national and international legislation, as well as ILO conventions ratified by the Guatemalan Congress and in force, ensuring workers their labor rights.
- Guarantee the human rights of all workers and stakeholders.
- Conserve the environment

2. Scope

This policy is applicable to all of Industria Chiquibul's facilities, as well as to its interested parties.

3. Vocabulary

- **Sustainability:** process that seeks to meet current needs without compromising natural resources, ensuring a balance between economic growth, environmental care and social welfare.
- **Human Rights:** evidence of the essential freedom of an individual, these are rights inherent to all human beings by the simple fact of being born, these include the right to life and liberty; freedom from slavery and torture; freedom of opinion and expression; the right to work and education; the right to freedom of movement; economic rights, among many others.
- **Discrimination:** harmful behavior or treatment of a person based on their race, gender, nationality, ethnicity, language, religion, disability or other status.
- **Mistreatment or Abuse:** action of verbal or physical injury, including those attitudes that can affect an individual mentally, socially and/or economically.
- **Forced labor:** any work or activity that is required or demanded of an individual under some kind of threat or intimidation, that is to say, work that is not performed by the individual voluntarily.
- **Minor:** citizen who has not reached 18 years of age.

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- **Burning:** eliminating trees and shrubs present in land area through fire with the aim of turning it into a field for cultivation.
- **Freedom of association:** according to the Political Constitution of the Republic of Guatemala, it is the right of workers to associate freely to promote, exercise and protect their own rights and interests.
- **Contract:** documental link of an employment relationship in which the mutually agreed working conditions are described.
- **Worker:** according to the Guatemalan Labor Code, it is any individual person who provides their services, materials, intellectuals or both by virtue of a contract or employment relationship.

4. Legal Basis or Binding Regulations

- Guatemalan Labor Code
- National Laws of Guatemala
- The Universal Declaration of Human Rights
- Conventions ratified by the Guatemalan Congress and in force by the International Labor Organization no. 11, 29, 87, 98, 100, 103, 105, 110, 111, 138, 154, 182.
- International Sustainability and Carbon Certification (ISCC)

5. Social Responsibility Policy

This policy embraces the ethical principles of respect for people, as well as care for the environment and compliance with the laws of the country of operation and any other regulations to which the company decides to submit to, with the intention of seeking relationships with different parties that grow and develop through open communication channels that promote reciprocity of information sharing in order to achieve a mutually beneficial and supportive relationship.

We support management based on quality, efficiency and progress. Likewise, we have established standards of conduct present in our Code of Ethics on which all shareholders and collaborators must act, inside and outside the company, based on ethically and socially responsible actions.

In our desire to achieve responsible production and achieve sustainability, in the case of

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considering growth of operations we focus on promoting transparent participation and consultation procedures based on the principle of Free, Prior and Informed Consent (FPIC).

6. Social Policy

As part of our policy of generating value for the people around us, we take into consideration our workers and people from the surrounding communities, which is why we work to contribute socially in ways that spark an improvement in the quality of life of people.

6.1. Open Dialogue

We are committed to the search for peaceful solutions through dialogue regarding any type of problem in relation to our communities of influence and our workers, always promoting the behavior of a good colleague, a good neighbor and a good citizen, and fostering reciprocity.

6.2. Social Context

We and our stakeholders will respect the social context in which we find ourselves, seeking to raise awareness about good social practices.

6.3. Social Investment

We will have a social investment plan in order to contribute to the sustainable development of our company and of the communities in our area of influence.

7. Food Security Policy

Based on the 2005 National Food Safety Plan of Guatemala (*Plan Nacional de Seguridad Alimentaria 2005*), we guarantee that our workers have availability and access to food through road improvements and compensation for their work. We also promote a better quality of life for people through nutrition talks and nutritional information brochures.

8. Occupational Health and Safety Policy

For Industria Chiquibul, S.A. one of the main objectives is to protect the physical and mental integrity of the company's own collaborators and subcontracted collaborators. We

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constantly work on the prevention and formation of a preventive culture with respect to the occurrence of accidents and occupational diseases, in accordance with compliance with the legislation and regulations of occupational health and safety in force in the country.

We promote equal conditions for all workers by creating the corresponding risk profiles, taking into account men and women, thus creating a safe work environment for all. We seek to comply with the right of workers to have their health and safety are protected against occupational risks, and their right to receive information and training related to their work. We promote continuous improvement through the use of personal protective equipment, conducting and monitoring a training program and evaluations of critical areas, promoting a work environment that meets the requirements of employees and applicable legislation. The primary goal is to form a culture of prevention where, acting responsibly, we minimize risks and avoid accidents.

In critical situations of illness or pandemic, we have the responsibility to create and implement preventive and corrective health protocols according to the guidelines of health authorities.

8.1. Personal Protective Equipment

All personnel of the Plant and the plantations will be provided with the appropriate personal protective equipment for the activities carried out by each worker so that their physical integrity is guaranteed during the workday.

8.2. Identification and Evaluation of Risks

Risk assessment and management will be carried out according to each work area in order to take appropriate actions for the health and safety of employees.

8.3. Accidents and Emergencies

We are committed to taking appropriate and timely actions to prevent accidents and react to emergencies.

8.4. Working Conditions

All occupational health and safety conditions established by law will be met.

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9. Labor Policy

In compliance with national legislation and with knowledge of the importance of human resources, we respect labor rights and the ratified and current ILO conventions. Likewise, we work towards having fair hiring processes.

9.1. Working Environment

All our workers will be treated with respect and dignity, promoting a pleasant and harmonious environment, following the guidelines of the code of ethics.

9.2. Free Association

We are committed to respecting the free association and collective bargaining of our employees in accordance with the law. At no time will we discriminate or act against employees who wish to participate or not in a workers' association in accordance with ratified and current agreements no. 11, 87, 98 and 154 of the ILO.

9.3. Benefits

We will guarantee that our collaborators obtain their benefits in accordance with the type of contract applicable, corresponding to the case.

9.4. Work Contracts

We are committed to having fair employment contracts with our collaborators, respecting the legal requirements and wages according to the law and the job position of individuals in accordance with the ratified and current agreements no. 100 and 110 of the ILO.

In addition, in hiring, priority will be given to people within the communities in our direct area of influence. As a second priority, staff will be hired from communities in our indirect area of influence. Our collaborators will be informed about the conditions of the position, the activities to be carried out and their respective responsibilities, and the necessary measures will be taken so that our workers fully understand what those conditions are and if necessary, they will be informed in their native language.

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9.5. Grievance Mechanism

There will be a timely complaints and suggestions mechanism to enable an open communication channel with our workers and thus improve working conditions.

9.6. Hours and breaks

The limit of working hours allowed by law will not be exceeded. A rest period will be granted to all workers as dictated by law.

10. Policy on Human, Women's and Children's Rights

As part of compliance with national legislation and ratified and current ILO conventions, we consider and respect human rights, women's rights and children's rights, in order to guarantee the physical and emotional well-being of all our employees.

10.1. Property Rights

Protected and duly documented individual and community property rights will be respected in our areas of operation, and we will also comply with the legally established procedures for land acquisition. Also, the company is committed to compensate communities in the event of causing damage to their property.

10.2. Equal Rights and Opportunities

We carry out the selection and recruitment process without distinction of sex and free from discrimination of any kind, which includes but is not limited to: race, religion, age, disability or illness, culture, social or ethnic origin, opinion, marital status or any other factor.

10.3. Nondiscrimination

In accordance with the ratified and current convention no. 111 of the ILO, we do not allow, under any reason or circumstance, discrimination against a person based on: their color, race, religion, age, sex, disability or disease (including but not limited to HIV carriers in accordance with recommendation no. 200 of the ILO), culture, nationality, social or ethnic origin, opinion, marital status or any other factor by which prejudice is practiced and promoted. We are committed to communicating

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and promoting our policy and taking the necessary actions every time an act of discrimination between members of the company is reported.

10.4. Rejection of Abuse

No abuse of any kind is allowed under any circumstances, for example, verbal, psychological, physical, economic abuse, and human trafficking.

10.5. Forced Labor

No type of forced labor, any type of intimidation, threat or ultimatum is tolerated under any reason in accordance with the ratified and current convention no. 105 of the ILO.

10.6. Rejection of Harassment

We openly and profoundly reject any type of harassment that may be generated between the different stakeholders in accordance with the ratified and current convention no. 29 of the ILO.

10.7. Child Labor

We prohibit the hiring of minors according to the law in all areas of our company.

10.8. Procreative and Maternity Rights

In accordance with national legislation and ratified and current conventions no. 103, 138 and 182 of the ILO, we fully respect pregnant women, their labor rights and access to health services. We respect procreative and maternity rights. We recognize the right of all people to freely decide the issues related to their procreation and the right to reach the highest level of health in this process. Pregnant women will not be allowed to perform tasks that endanger their health or that of the baby, and the company is committed to respecting the prenatal and postnatal times and breastfeeding hours as established by law.

10.9. Violence Against Women

We will take steps to eliminate violence against women including, but not limited

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to, training your workers on women's rights and identifying signs of violence against women.

10.10. Women's Committee

The creation of a gender committee will be promoted in order to ensure that the voice and vote of women in the company is taken into account. In this way, the committee will seek to ensure compliance with legislation on women.

11.Environmental Policy

As an organization oriented towards sustainability, we focus on the responsible use of natural resources and take into consideration measures to mitigate the possible damage caused to the environment as a result of our operations.

11.1. No Deforestation

We will not develop our operations in areas with High Conservation Value (HCV) or in High Carbon Stock (HCS) forests.

11.2. Water Resource

We promise not to affect the free flow of natural watercourses in our area of influence. Equally, we will avoid water pollution via proper waste disposal practices and the treatment of effluents.

11.3. Greenhouse Gas Emissions (GHG)

We are committed to mitigating Greenhouse Gases (GHG).

11.4. Responsible Use of Phytosanitary Products

We are committed to respecting national legislation and international conventions regarding the responsible use of phytosanitary products, which includes the Stockholm Convention, Rotterdam Convention and WHO guidelines.

11.5. Restriction on Burning

Fire shall not be used or applied as a method for preparing land for new plantations or replanting.

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11.6. Wetlands

We uphold the RAMSAR agreement on the non-exploitation of wetlands.

11.7. Protected Sites

We are committed to complying with the current national law on protected areas.

12. Anti-Corruption Policy

We establish that any act of corruption is prohibited and is not tolerable in the company, nor do we tolerate any retaliation against anyone who, in good faith, communicates facts that could constitute a breach of this policy. Every collaborator must refuse a request for bribery or extortion made by any person (customer or supplier, etc.). Any act that endangers the integrity of any worker or asset of the company will be reported to the authorities.

13. Transparency Policy

We ensure the clarity and authenticity of the information, therefore, all workers must commit or take responsibility for the information delivered and handled, ensuring that it is authentic, truthful, reliable, and clear. Likewise, processes and procedures must be established in a clear and concise way, avoiding ambiguity in their operations that give rise to non-transparent behavior.

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The following policy has been developed by Industria Chiquibul’s Social Responsibility Department and is subject to modifications and upgrades.

It has been read and reviewed by Industria Chiquibul’s Human Resources, Community Relations, and Social Responsibility Departments, as well as Workers’ Representatives.

It has been read, reviewed, and authorized by Industria Chiquibul’s Company Management (Senior, General, Administrative, and Agricultural).