
	INDUSTRIA CHIQUIBUL, S.A.		Version No.
	Human Rights Policy		00
			RH-K-
Date	20 de june de 2023	Pág. 1 de 8	

Human Rights Policy

	INDUSTRIA CHIQUIBUL, S.A.		Version No.
	<h1>Human Rights Policy</h1>		00
			RH-K-
Date	20 de june de 2023	Pág. 2 de 8	

Industria Chiquibul recognizes that the respect for human rights is fundamental for its purpose and the sustainable development of its operations. Aligned with the Sustainable Development Goals, as outlined in the United Nations 2030 Agenda, this policy establishes Industria Chiquibul's commitment to human rights, women's rights, and children's rights, with the objective that these are respected within the organization to ensure the physical and emotional well-being of all its employees, surrounding communities, and stakeholders engaged to Industria Chiquibul, S.A.


1. GUIDING PRINCIPLES FOR THE RESPECT OF HUMAN RIGHTS:

The purpose of this Human Rights Policy is to formalize our commitment with the respect for human rights recognized by both, Guatemalan and International laws and inspired by the following international and national declarations and standards:

- The International Bill of Human Rights, adopted by the United Nations General Assembly in Resolution 217 A (III) on December 10, 1948, in Paris.
- The ten principles of the United Nations Global Pact.
- The United Nations Guiding Principles on Business and Human Rights.
- The UN WOMEN Principles and guidelines.
- The principles and rights established in the main conventions of the International Labor Organization (ILO).
- The principles and rights established in the Political Constitution of the Republic of Guatemala.
- Decree 330 and its Amendments, Labor Code.

At the same time, Industria Chiquibul is committed to the respect for the inherent human rights of individuals, present in each of the Sustainable Development Goals of the United Nations 2030 Agenda. This policy is based on people, planet, and prosperity as indispensable pillars for sustainable development.


Industria Chiquibul is committed to guide its actions towards its workers, suppliers, contractors, and stakeholders, based on the following principles, considering the primacy of its people and the protection of their inherent rights:

	INDUSTRIA CHIQUIBUL, S.A.		Version No.
	<h1>Human Rights Policy</h1>		00
			RH-K-
Date	20 de june de 2023	Pág. 3 de 8	

- a) Reject discriminatory practices that undermine the dignity of individuals due to age, gender, marital status, nationality, sexuality, religion, disability, race or ethnicity, or any other circumstance. Likewise, it promotes equal opportunities in the hiring and employment process.
- b) Reject mistreatment. No type of mistreatment is allowed under any circumstances, such as verbal, psychological, physical, and economic abuse, and human trafficking. The company is committed to maintain a dignified and respectful treatment of all employees and stakeholders, acting transparently, fairly, and without discrimination.
- c) Reject child labor. Industria Chiquibul is committed to respect and protect children's rights and contribute to the eradication of child labor in all its forms. Child labor is recognized as a violation of children's fundamental rights and goes against the ethical and legal principles that guide our operations, complying with the ratified and current ILO Conventions No. 138 and 182, the Political Constitution of the Republic of Guatemala, and the Labor Code.
- d) Reject forced or compulsory labor. Forced labor and the exploitation are not tolerated, according to national legislation of the Republic of Guatemala and ILO Conventions 29 and 105.
- e) Reject violence against women. Measures will be taken against women violence, including trainings on women's rights and signs of violence.
- f) Implement supervision control procedures to identify and report human rights violations to the relevant authorities and establish mechanisms to prevent and mitigate such risks.

2. **SCOPE OF THIS POLICY:**

This Human Rights Policy extend to all people and workers of Industria Chiquibul, particularly all personnel in management positions, who, due to their close collaboration

	INDUSTRIA CHIQUIBUL, S.A.		Version No.
	<h1>Human Rights Policy</h1>		00
			RH-K-
Date	20 de june de 2023	Pág. 4 de 8	

with the company are subject to comply with the principles outlined in this policy, because of the nature or purpose of their activities.


Likewise, Industria Chiquibul commits that suppliers, contractors, and professionals who maintain a relationship with the company, are aware of and comply with the principles regulated in this policy.

3. SPECIFIC STAKEHOLDERS' COMMITMENTS REGARDING HUMAN RIGHTS:

- **WORKERS OF INDUSTRIA CHIQUIBUL, S.A.**

Industria Chiquibul guarantees the respect for human rights of its workers:

- i. **Freedom of Speech:** The right to freedom of speech is respected, encouraging diversity of opinions, and fostering dialogue and communications in the company.
- ii. **Occupational Health and Safety:** Industria Chiquibul safeguards the health and safety of its workers, providing safety guidelines and protocols. We guarantee continuous protocols' improvement with personal protective equipment, trainings, evaluations, and supervision of critical areas in line with the needs of employees and applicable legislation. Actions are implemented to promote a safe work environment, preventing accidents and occupational illnesses in all areas.
- iii. **Right to Dignified Work Conditions:** Committed to fair wages as established in Governmental Agreement No. 353-2022, dated December 23, 2022, and in accordance with ILO Agreement #100. Respect for work hours and legally valid contracts is guaranteed. Substitution of labor contracts is prohibited, and the labor conditions of migrant workers are respected.
- iv. **Benefits:** Every employee is guaranteed to receive benefits in accordance with the type of contract and applicable laws.

	INDUSTRIA CHIQUIBUL, S.A.		Version No.
	<h2>Human Rights Policy</h2>		00
			RH-K-
Date	20 de june de 2023	Pág. 5 de 8	


- v. **Working Hours and Rest Periods:** Industria Chiquibul commits not to exceed the legally permitted working hours. Employees will be allowed rest periods as established in the Labor Code.

- vi. **Right to a Harassment-Free Workplace:** We are committed to a safe and respectful work environment. No form of harassment will be tolerated or permitted, including but not limited to sexual harassment, gender-based harassment, verbal harassment, psychological harassment, or any other type. In cases of an incident affecting a person's dignity, appropriate procedures will take place to report, address, and correct the issue with complete confidentiality and diligence, in accordance with ratified ILO Conventions No. 29, 105, 111, and 190.

- vii. **Work Environment:** All workers will be treated with respect and dignity, promoting a pleasant and harmonious work environment in line with the company's code of ethics. Orientation programs (induction) will be implemented after hiring, with a special focus on language, safety, labor legislation, and cultural practices.

- viii. **Reproductive, Prenatal, and Postnatal Rights:** In accordance with national legislation and ratified ILO Conventions No. 103, 138, and 182, Industria Chiquibul respects reproductive and maternity rights, recognizing the right of people to freely decide matters related to their reproduction and health. Pregnant women will not be allowed to perform tasks that put their health or the baby's health at risk. Prenatal and postnatal periods, and breastfeeding hours will be respected as stipulated by law.


- ix. **Right to Equal Employment Opportunities (Non-Discrimination):** Recruitment and selection processes will be carried out without distinction of sex, free from any form of discrimination, including but not limited to race, religion, age, disability or illness, culture, social or ethnic origin, pregnancy, sexual orientation, opinion, marital status, or any other factor.

	INDUSTRIA CHIQUIBUL, S.A.		Version No.
	<h2>Human Rights Policy</h2>		00
			RH-K-
Date	20 de june de 2023	Pág. 6 de 8	

- x. **Women's Committee:** A gender committee will be promoted to encourage that women's voices and votes are considered in the company. The committee will aim to ensure compliance with women's legislation.
- xi. **Right to Petitions and Remedies:** Industria Chiquibul recognizes the right of workers and nearby communities to respectfully submit petitions and complaints to address any observations detrimental to human rights. Mechanisms are established to handle complaints and queries, ensuring an open communication channel with workers and communities to improve conditions. The anonymity of claims will be guaranteed, according to Annex 1 of the RSPO Policy on the Protection of Human Rights Defenders, Informants, and Community Spokespersons.
- xii. **Retaliation:** Prohibit retaliation or harassment against any person, member of the community, or human rights defenders, in accordance with the RSPO Policy on the Protection of Human Rights Defenders, Informants, and Community Spokespersons.

Industria Chiquibul guarantees that workers, within their responsibility, respect human rights and the commitments acquired through this Human Rights Policy. The company commits to give constant training to its employees on this subject and share with all stakeholders its policies, such as the Human Rights Policy, the Ethics, Transparency, and Anti-Corruption Policy, and the Sustainability Policy, to communicate and publicize their human rights standards.

- **SUPPLIERS:** Industria Chiquibul demands that its suppliers comply with the same standards and respect for human rights recognized in Guatemalan and international legislation in each of the countries where they operate. The company has standardized schemes, including fundamental rights and assistance procedures, for its suppliers, to guarantee the same level of human rights protection.

	INDUSTRIA CHIQUIBUL, S.A.		Version No.
	<h1>Human Rights Policy</h1>		00
			RH-K-
Date	20 de june de 2023	Pág. 7 de 8	

- **COMMUNITIES OF INFLUENCE:**

i. **Right to Private Property:** Industria Chiquibul is committed to respect the constitutional right to individual and/or collective private property of indigenous communities and protected areas, properly documented in all areas of operation. The company will comply with legally established procedures for land acquisition and social and environmental impact studies that allow identifying, evaluating, and remedying any occurred impact.

ii. **Right to the Cultural Identity of Indigenous Peoples:** Industria Chiquibul is committed to respect cultural identity, customs, and beliefs of local communities and indigenous people, as well as the constitutional right to private property and customary rights. Industria Chiquibul commits to guarantee the principles of Free, Prior, and Informed Consent (FPIC) in its communities of influence.


4. **DIFFUSION, CONTROL, AND COMPLIANCE:**

Industria Chiquibul will ensure the appropriate diffusion and training on this policy so that it is internally and externally widespread among all stakeholders. The company has an ethical grievances and inquiries mechanism to include complaints related to the principles and norms of conduct referred to in this policy.

5. **APPROVAL:**

This policy has been approved by the Board of Directors of Industria Chiquibul SA, on April 1, 2024.

Industria Chiquibul is committed to comply with the Human Rights outlined in this policy, respecting the integrity of its employees and stakeholders involved. The company is committed to comply with national and international human rights' law and conventions.

	INDUSTRIA CHIQUIBUL, S.A.		Version No.
	<h1>Human Rights Policy</h1>		00
			RH-K-
Date	20 de june de 2023	Pág. 8 de 8	

"We are the Drop that Drives Development!"

- ILO Convention 169 on Indigenous Peoples' Rights.
- ILO Conventions 111 on Discrimination.
- ILO Convention 100 on Equal Remuneration.
- ILO Conventions 29 and 105 on Forced Labor.
- ILO Convention 138 on the Minimum Age.
- ILO Convention 182 on Child Labor.



Max Quirin

General Manager
Industria Chiquibul, S.A.



Fadi Turjman

Sustainability Representative,
Board of Directors
Industria Chiquibul, S.A.



Monttsé López

Corporate Sustainability
Manager
Industria Chiquibul, S.A.