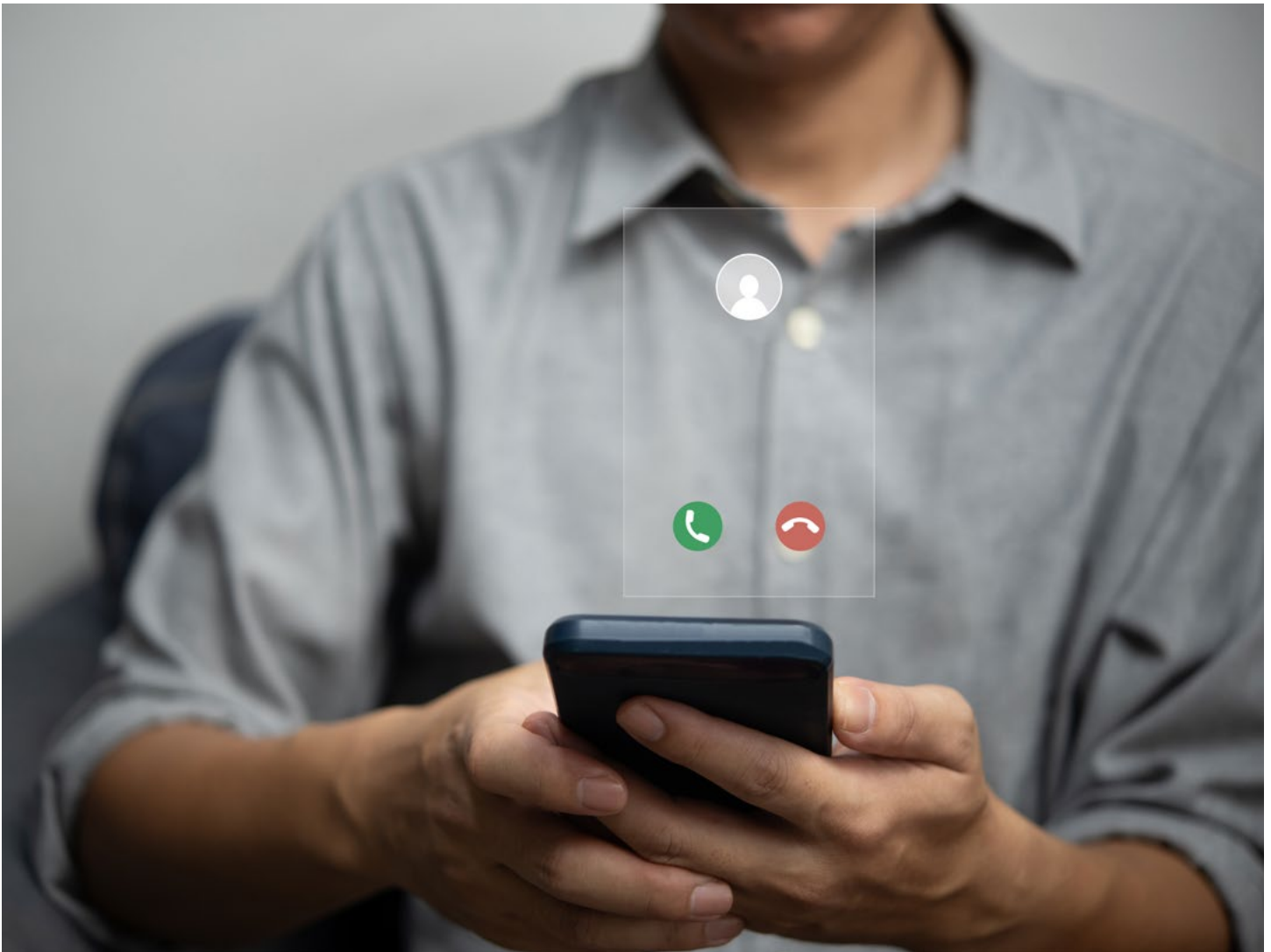


***San Marcos***

- DESDE 1957 -

**HUMAN  
RIGHTS  
POLICY**



## > HUMAN RIGHTS POLICY

In **San Marcos** we respect and promote gender equality, we fight discrimination, and we ensure equal access to opportunities and equity for men and women who are part of the company. We develop, without exception, inclusive business and labor practices, free of any type of discrimination. We encourage the free exchange of ideas, as we recognize the power of dialogue for the construction of a corporate culture of excellence and the pursuit of a vision and a mission that is shared by everyone in our company.

## > OBJECTIVES

**To forbid, and not tolerate**, any violation of internationally recognized Human Rights Agreements.

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**To forbid, and not tolerate**, any violation of the Human Rights Policy in all its forms and in any situation.

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**To ensure that the recruitment**, hiring and remuneration, promotion, training and development practices are based on the merits, skills, talents, abilities and performance of our employees.

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**To promote diverse teams that drive innovation and productivity** by guaranteeing equal opportunity conditions between men and women through strategies and procedures that allow for promotion through merit; well-being; a respectful treatment; and work-life balance.

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**To develop the principle of equal opportunity** in the workplace, whose fulfillment constitutes one of the essential pillars of professional development, and which entails a commitment to practice and demonstrate equitable treatment that promotes a merit-based system.

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**To promote diversity and inclusion** in the products and services offered to our customers. As well as a responsible marketing approach that avoids gender stereotypes.

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**To promote diversity and inclusion** among its stakeholders and communities in which the company operates.

## > SCOPE

This **Human Rights Policy** is universally applicable to all employees, officers, senior management, members of any administrative or supervisory board related to the entities that are part of **Empacadora San Marcos**, including suppliers, business partners, its subsidiaries and related companies.

## > GUIDELINES OF THE POLICY

This Policy is based on the Ethical Code of **Empacadora San Marcos** and on internationally recognized Human Rights conventions, especially the International Bill of Human Rights, the American Convention on Human Rights, and the Eight Fundamental Conventions of the International Labor Organization (ILO). As well as the Women's Empowerment Principles (WEPs). This commitment is reflected in the company's Ethical Code.

## > FUNDAMENTAL PRINCIPLES AND LABOUR RIGHTS

We recognize that maintaining the link between social progress, economic growth and the guarantee of fundamental principles and labor rights is of great importance, as established in the **International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work**.

We commit to respect, to promote and to push, in good faith and in accordance with the local laws of each country and the international principles of the **ILO**, the principles relating to the following fundamental rights at work, and we expect our suppliers to make specific commitments to comply with them.

# 1. ABOLITION OF ALL FORCED OR COMPULSORY LABOR



**Empacadora San Marcos** prohibits all forms of forced or compulsory labor, bonded labor, slave labor and any form of human trafficking. The use of physical punishment or threats of violence or other forms of physical, sexual, psychological or verbal abuse as a method of discipline or control in the workplace will not be tolerated.

This is to follow the ILO Convention No. 29 on Forced Labor of 1930 and ILO Convention No. 105 on the Abolition of Forced Labor of 1957.

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# 2. BAN ON HARASSMENT AND DISCRIMINATION



**Empacadora San Marcos** prohibits any type of discrimination or harassment based on age, race, sex, color, origin, nationality, religion, gender identity, disability, sexual orientation, pregnancy or any other status protected by local laws. The basis for recruitment, hiring, training, compensation and access to career paths will be based on a merit-based approach to qualifications, skills, experience and performance. We will value the diversity and unique contributions of our employees and will be committed to equal opportunity and intolerance of discrimination and harassment.

This is in accordance with the provisions of ILO Convention No. 100 on Equal Remuneration 1951 and Convention No. 111 on Discrimination in Employment and Occupation 1958.

### 3. EFFECTIVE ABOLITION OF CHILD LABOR



At **Empacadora San Marcos** we recognize that every girl and boy has the right and the opportunity to fully develop their physical and mental potential.

Child labor has no place in our corporate group; therefore, we prohibit the hiring of minors, considering the legal age established by local laws in each country in which we operate. The company considers 18 years of age as legal age. We will communicate and inform our suppliers about the importance of eradicating child labor.

This is based on the provisions of ILO Conventions No. 182 on the Worst Forms of Child Labor 1999 and No. 138 on Minimum Age 1973.

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### 4. SAFE AND HEALTHY WORKING CONDITIONS



**Empacadora San Marcos** will provide and maintain safe and healthy workplaces and work environments that comply with applicable laws, regulations and labor, safety and health requirements, including the adoption of preventive measures for employees, customers and other stakeholders in the presence of epidemics or pandemics. We commit to work with our employees to continuously improve health and safety in our workplaces, including identifying risks and taking corrective and preventive measures. We commit to promote actions that support the health and safety of all employees by ensuring a focus on the health, safety and hygiene needs of women in the workplace.

## 5. FREEDOM OF ASSOCIATION, UNION RIGHTS AND COLLECTIVE BARGAINING RIGHTS



**Empacadora San Marcos** respects the right of our employees to join, form or not join a union without fear of reprisal, intimidation or harassment. When employees are represented by a legally recognized union, we commit to establish a constructive dialogue with their freely elected representatives. We commit to conduct any collective bargaining negotiations in good faith with such representatives.

This is in accordance with the provisions of ILO Conventions No. 87 which concerns Freedom of Association and Protection of the Right to Organize, 1948 and No. 98 which concerns the Right to Organize and Collective Bargaining, 1949.

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### > ETHICS HOTLINE

The Ethics Hotline may be used by our employees, suppliers and any of our stakeholders as a Complaint and Grievance Mechanism and to express concerns about issues related to Human Rights impacts.

The Ethics Hotline is managed by an independent provider under ethical and confidentiality standards.

- Webpage: <https://ethikoglobal.com/canaldedenuncias/>





## > REMEDIATION OR REPARATION MECHANISM

In the event that **Empacadora San Marcos** detects a situation of potential violation of the Human Rights set forth in the Guiding Principles of this Policy, the company will take the necessary actions to remedy the situation, on its own or in cooperation with other actors.