






UE2018000447

HUMAN RIGHTS POLICY

DOC-SMETA-PH-01

Document Manager: Standards and Certifications

Written by:	Yohary Melgarejo	Authorized by:	Gustavo Rivas
Signature		Signature	
Revised by:	José Luis Espinosa	Version	1
Signature			
Date of issue:	May 2020	Next Review due to:	May 2021

Modification records		
Date	Reason for modification	Responsible



# Human Rights Policy

## 1. Objective

Aguacates La Bonanza understands that companies and organizations in both the public and private sectors should be held responsible for respecting Human Rights. For this reason, we as a company undertake to respect them in all circumstances, not only those of our collaborators, but also those of our customers, suppliers, as well as those regarding the communities that surround our facilities, including indigenous peoples.

The aim of this policy is to minimize the risk of Human Rights infringement, through the establishment of principles and guidelines for action on human rights due diligence, which will identify, prevent, mitigate, and repair potential negative impacts.

Consequently, the performances of **Aguacates La Bonanza** should include:

- The establishment of commitments.
- The assignment of responsibilities.
- Training in the field.

## 2. Declaration on human rights

At **Aguacates La Bonanza** we seek to align our strategy and operations with universal principles on human rights. It is a global standard of conduct applicable to all our operations.

We support and respect the protection of internationally proclaimed principles on human rights, as expressed in the International Charter of Human Rights and the Declaration of the International Labour Organization on Fundamental Principles and Rights at Work.

The objective of **Aguacates La Bonanza** is:

- To comply with all applicable laws and respect internationally recognized Human Rights
- To encourage awareness of human rights issues of collaborators and business partners.
- To assess current and potential human rights risks and their impact on our operations
- To adopt appropriate measures for the prevention, mitigation and, where necessary, remediation of adverse human rights impacts.
- To provide access to suggestion mechanisms.
- To interact with our human rights stakeholders, including governments, non-governmental organizations, business and industrial partners, investors, collaborators, and clients.
- To transparently inform about our efforts in this area.



### 3. Integrated approach

**Aguacates La Bonanza** has taken an integrated approach with the intention of achieving coherence in its policies. To this end, this policy is complemented by other documents containing human rights provisions, including the Code of Ethics.

Policies and practices are updated to address new issues and raise awareness in our operations of the impact our decisions may have on human rights. These policies and practices are communicated periodically.

### 4. Scope of application

This policy covers the entire company and applies to all employees of **Aguacates La Bonanza**, directors and executives, regardless of where they reside or carry out their work, as well as to all those third parties who have a business relationship with packer.

**Aguacates La Bonanza** expects that its business partners, suppliers and other parties whose activity and its impact may be directly linked to the operations, products or services of the company, assume the principles of this policy, respect and do not violate human rights.

### 5. Impact areas

Efforts are made to mitigate potential human rights risks. The following are the areas of our operations with a priority approach:

#### a) Collaborators

In accordance with this policy and our Code of Ethics, **Aguacates la Bonanza** is determined to treat all employees fairly and honestly, regardless of where they work, ensuring a safe and healthy environment; providing them with a workspace in which the rights for freedom of association and collective bargaining are respected; free from harassment and discrimination on the basis of race, gender, place of origin, sexual orientation, disability, participation as a member in any political organization; children or force any collaborator to work; compensate their employees so that they can at least meet their basic needs and offer them the same opportunities for training, personal development, individual recognition and promotion on their merits.

#### b) Communities

Due to the impact of our operations, special attention should be paid to the rights and concerns of specific groups or populations that collaborate in our daily activities. **Aguacates La Bonanza** is committed to respecting the cultural values of local communities, including the rights of indigenous peoples, and taking into account the self-sufficiency, sustainability, health, safety and environment of these communities and to carry out their activity in a responsible way.



This commitment is aligned with the responsible business strategy adopted by **Aguacates La Bonanza** and the community engagement plans developed by **the** company.

### c) Third parties

**Aguacates the Bonanza** seeks to promote respect for ethical conduct and human rights with third parties such as contractors, suppliers, and other business partners. We believe that working with business partners who share our human rights commitment is critical to the success of our operations and the integrity of our brand.

**Aguacates the Bonanza** strives to make its suppliers and contractors assume the same ethical standards of conduct and compliance with human rights to which **the** company **is** committed. We expect that any commercial partner of **Aguacates La Bonanza** involved in human rights violations will take appropriate actions for their remediation, and their contracts may be reconsidered or terminated, depending on the circumstances.

## 6. Implementation

We have put in place an ongoing review process, including the assessment of current and potential human rights impacts on our operations and other processes such as risk assessment, legal certifications, and social and environmental impact assessments.

With this **Process Aguacates La Bonanza** seeks to identify, mitigate and prevent, among other risks, any adverse impact on human rights.

In addition, **Aguacates La Bonanza** has implemented processes that allow to remedy any adverse impact that has been identified, caused or contributed to it.

## 7. Training

We are committed to continuing our training efforts in the areas of Health and Safety, Ethics and Compliance for our entire group of collaborators.

In addition, we are committed to developing programs that ensure that our employees are kept properly informed, obtain the necessary training and comply with the corresponding policies of **Aguacates La Bonanza**.

## 8. Compliance and governance

Strict compliance with this policy is mandatory for all employees of **Aguacates La Bonanza**.

Violation of this policy or the performance of any act in violation of this policy will result in disciplinary action, which may include termination of the employment contract.

Collaborators who believe that a violation of the principles set out in this policy may have occurred, should inform this through the established channels, as provided for in the Code of Ethics of **Aguacates La Bonanza**, the Human Resources Departments and the Committee of Ethics through the following web site <http://labonanzaavocados.com/home/>.



## AVOCADO PACKER LA BONANZA

### HUMAN RIGHTS POLICY

DOC-SMETA-PH-01

We also encourage community members, contractors, and suppliers to file appropriate complaints through our website if they believe that a violation of this policy may have occurred.

We are committed to facilitate access to independent and confidential suggestion mechanisms, without fear of possible reprisals.

The overall responsibility for the supervision of this policy rests with the Ethics Committee, and the senior management of the company.

We will provide up-to-date information on human rights risk management and our progress in this area in the global integrated reports of **Aguacates La Bonanza**.

Uruapan Michoacán, 13 May 2020

A handwritten signature in black ink, appearing to read "GRB", is positioned above a horizontal line.

Gustavo Rivas Benitez

Director General