

# ETHIC CODE

**MANIAGRO ARGENTINA** is working on a Management Integrated System, which includes among its fundamental pillars the environmental conservation, the development and welfare of the community, the respect for human and workers rights, as well as the protection for health and labor security, among other aspects, which are expressed through the **9 Ethic Principles** mentioned below.

## **1 Employment Will be freely chosen**

Freedom of employment choice is approved and promoted as well as forced and compulsory labor is strictly rejected.

## **2 Child labor will not be used**

The company expresses its opposition and punishes the use of child labor.

## **3 Labor conditions will be safe and hygienic**

Human Resources are considered to be the fundamental piece to successfully achieve goals; because of that the company procures to provide with the necessary hygiene and safety labor environment conditions for a correct and safe development of the daily activities.

## **4 Freedom of association and the right to collective negotiation will be respected**

All the Current Legal Dispositions applicable in this matter are respected and applied, as well as the Collective Labor Agreements corresponding to the activity in question.

## **5 Inhuman or severe treatment will not be allowed**

MANIAGRO ARGENTINA makes from respect and dignity fundamental values on which its own existence is supported, because of that is strictly prohibits the use of corporal punishment, mental or physical coercion and verbal abuse. As well as inhuman or severe treatment is not allowed either, neither between partners nor between different hierarchical levels.

## **6 A living wage will be paid**

The compliance of the Applicable Legislation in wage matter is guaranteed, lining up with the agreements made by the corresponding unions, as well as the specific Labor Collective Conventions.

## **7 Discrimination will not exist**

No discrimination regarding employment, remuneration, capacitation, promotion, dismiss or retirement based on race, social or national origin, breed, birth, religion, disability, gender, sexual identity, familiar responsibility, civil status, union affiliation, political opinions, age and any other predisposing condition.

## **8 Working hours will not be excessive**

The time policy is focused on the compliance of the Labor Legislation. At the time corresponding to the arrival of raw material in the plant, the one of greatest activity and demand for workforce, Temporary Employment Suppliers Companies are hired, in order that each employee of the company does not perform excessive number of extra hours or lacks compensatory weekly rest.

## **9 Regular employment will be provided**

The hiring and employments policy fits the regulatory framework in place, in that sense only people in legal conditions and with their ascertainable original documentation are hired, both directly or indirectly, through its contractor chain and/or employment agencies.