

ETHICAL EMPLOYMENT POLICY

At GRANORTE, we recognize the importance of creating a positive and ethical work environment for our employees. We are committed to upholding the highest standards of employment practices and ensuring the well-being, rights, and dignity of our workforce. This Ethical Employment Policy outlines our core principles and guidelines to foster a fair, inclusive, and respectful workplace for all employees.

Equal Opportunity and Non-Discrimination:

We are committed to providing equal employment opportunities to all individuals, irrespective of their race, colour, religion, gender, sexual orientation, gender identity, national origin, age, disability, or any other protected characteristic. We will not tolerate any form of discrimination, harassment, or retaliation against our employees.

Fair and Competitive Compensation:

We believe in providing fair and competitive wages, aligned with industry standards, reflecting the skills, experience, and contributions of our employees. We Respect freedom of association and the effective recognition of the right to collective wage negotiating.

Health and Safety:

The health and safety of our employees are of utmost importance. We are dedicated to providing a safe and healthy work environment, free from hazards and risks that may affect the physical or mental well-being of our employees. We will comply with all applicable health and safety regulations and strive to continually improve our practices to maintain a safe workplace.

Work-Life Balance:

We recognize the importance of work-life balance in maintaining the overall well-being of our employees. We will strive to provide flexible work arrangements where feasible, allowing employees to manage their personal and professional responsibilities effectively.

Ethical Conduct and Professionalism:

We expect all employees to adhere to high ethical standards and conduct themselves professionally at all times. Integrity, honesty, and respect should guide their interactions with colleagues, customers, and stakeholders. Employees must avoid conflicts of interest, protect confidential information, and refrain from engaging in any form of illegal or unethical behaviour.

Employee Development and Growth:

We are committed to fostering a culture of learning and development that enables our employees to enhance their skills, knowledge, and capabilities. We will provide opportunities for training and professional growth.

Respect for Human Rights:

We respect, defend and protect the fundamental human rights of all individuals, comply with the International Labour Organization core conventions and the Declaration on Fundamental Principles and Rights at Work. We will not tolerate any form of forced labour, child labour, or human trafficking within our operations or supply chains. We will work diligently to ensure that our suppliers and business partners share our commitment to human rights and ethical employment practices.



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Whistleblower Protection:

We encourage employees to report any violations of this Ethical Employment Policy without fear of retaliation. We will maintain a confidential process for reporting concerns or complaints, and all reports will be investigated.

Compliance and Continuous Improvement:

We are committed to complying with all applicable labour laws, regulations, and industry standards. We will regularly review and update our policies and practices to ensure alignment with evolving ethical employment standards. Feedback from employees and stakeholders will be used to drive continuous improvement.

This Ethical Employment Policy represents our commitment to maintaining a fair, inclusive, and ethical workplace. By upholding these principles, we aim to foster a positive work environment that promotes employee well-being, supports professional growth, and ensures that all individuals are treated with dignity and respect.

This policy statement is communicated to employees and stakeholders and it is publicly available.

Approved on April 28, 2023

A handwritten signature in black ink, appearing to be 'Eduardo Figueiredo', with a stylized 'E' and 'F'.

Eduardo Figueiredo
Managing Director