

Arcor and Childhood

Commitment Policy to Children's Rights

I- INTRODUCTION

“Establishing a policy of respect and promotion of children’s rights is the first step to ensure that the company meets the law and respects children's rights in all countries and operations that it develops.” (UNICEF)

This policy defines the company’s **commitment** to “**respect and promote children’s rights**” in all the company’s management areas as suggested by the Children’s Rights and Business Principles Initiative (Global Compact — UNICEF — Save the Children).

Guided by the **Corporate Philosophy** that, since its inception, has nurtured the company’s operations and framed, on the one hand, in a **Code of Ethics and Conduct** containing the Values, Ethical Principles, and Norms of Conduct of Arcor Group that guide the performance of all its employees, and, on the other hand, in the **Sustainability** policy. This policy is understood as a business approach that creates long-term value taking advantage of the opportunities and managing the risks derived from the economic, social and environmental development. This policy guides and regulates the company’s work in its relationship to childhood.

II- FRAME OF REFERENCE

This document is based on the “Convention on the Rights of the Child”, the “Guiding Principles on Business and Human Rights”, the “Children’s Rights and Business Principles”, conventions 138 on “Minimum Age for Admission to Employment” and 182 on “the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labor.”

III- ARCOR GROUP COMMITMENTS TO CHILDREN'S RIGHTS

1- Respecting and promoting children’s rights as the main element of its sustainability strategy.

This implies:

- a. Designation and functioning of a reference group for the respect and protection of children's rights.
- b. Establishing and carrying out a due diligence process intended to evaluate the impacts of its activities on children’s rights, taking necessary measures, controlling their effectiveness and adequately communicating the adopted measures. Elaborating work plans to deal with risks and opportunities that arise in the company.

- 2- Eradicating child labor from all business activities of Arcor's own operations and extending it throughout the value chain.

This implies:

- a. Guaranteeing the eradication of child labor in our own operations.
- b. Contributing to the eradication of child labor in the value chain.
- c. Working with governments and partners to eradicate child labor.
- d. Developing community actions to make the community aware of the child labor problem.

- 3- Providing a decent job that supports workers, men, and women in their role as parents and caregivers.

This implies:

- a. Accompanying workers in their role as parents, mothers, and caregivers during the different stages of the development of their children.
- b. Providing a decent job to young workers (above the minimum age), that includes the appropriate social and health protection for their age.
- c. Offering a decent job that includes social and health protection (leaves and benefits) for the whole family.

- 4- Ensuring the protection of children in business activities and facilities.

This implies:

- a. Training collaborators in their functions so as to contact children through respect and protection of children's rights.
- b. Guaranteeing that our facilities will not be used for abusing, exploiting or harming children.

- 5- Guaranteeing that our products and services are safe for children.

This implies:

- a. Ensuring that the manufactured products do not have characteristics or ingredients that could harm children mentally or physically.

- 6- Using institutional communication and marketing in a way that respects and supports children's rights.

This implies:

- a. Guaranteeing that in institutional and marketing communications (both advertising and promotional), children's rights are respected.
- b. Using institutional communications to promote children's rights, healthy lifestyles, and non-violent values.
- c. Promoting children's rights in some marketing actions (both advertising and promotional) that are carried out for the brands of ARCOR products.

- 7- Respecting and promoting children's rights in relationship to the environment, security provisions, and emergency situations.

This implies:

- a. Ensuring that commercial operations do not have negative effects on children's rights in relation to environmental damage or the reduction of access to natural resources.
 - b. Guaranteeing that in the environmental and security procedures and emergency provisions, children's rights are contemplated.
 - c. Promoting environmental care and rational use of natural resources that affect children's rights.
 - d. Protecting children's rights, ensuring their integration into security provisions and training our employees and security service suppliers for the respect and protection of children's rights.
 - e. Prioritizing childhood attention in catastrophe or emergency situations.
- 8- Reinforcing the community and governments efforts to make children's rights effective.
This implies:
- a. Applying a private social investment policy that boosts programs and initiatives focused on the protection and promotion of children's rights, through project support, the mobilization of actors, and advocacy on public policies.
 - b. Contemplating in our strategy of relationships with the community the protection and promotion of children's rights in all our areas of performance.
 - c. Committing to zero tolerance to bribery, corruption, extortion, and embezzlement, and establishing measures to enforce it.

IV- SCOPE OF THIS POLICY

The provisions of this policy guide the company's performance and apply to the members of the Board of Directors and all the staff under an employment contract in companies belonging to Arcor Group. The company is committed to promoting the dissemination and awareness of the policy in its value chain.

V- IMPLEMENTATION

First, all the Arcor Group employees are responsible for ensuring the fulfillment of this policy. The workgroup Business — Childhood is responsible for ensuring the respect and promotion of children's rights in the company's operations in its scope. Arcor Group's ethical line can be used for complaints regarding the fulfillment of this Commitment Policy with the Children's Rights. The already existing Ethics and Conduct Committee in Arcor Group is the body that solves conflicts regarding the non-compliance with the contents of the policy when a request has been made in this respect.