

Mission: Convert our fruit orchards into sustainable ones. This refers to optimizing the crop production while ensuring responsible orchard management and the long-term availability of natural resources.

Vision: Focus our effort on improving and standardizing production activity. Recognize the need to produce safe food and implement Good agricultural practices, such as integrated pest and disease management, crop management, technological innovation, and biodiversity conservation, including social aspects such as labor dignity, food education and associativity strengthening. Raise awareness and provide training on environmental issues, such as soil and water management, agrochemical management, climate change adaptation and mitigation, and risk analysis. Provide information on business management, competitiveness, and fair trade. Comply with the general principles for the **"GENERAL PRINCIPLES FOR THE PROCUREMENT OF AGRICULTURAL RAW MATERIALS AND INTERMEDIATE PRODUCTS"** as well as with the **"Code of Conduct AGRANA"**.

Quality and Safety Policy:

- We guarantee the safety of all our products.
- We produce 100% safe products.
- We involve all our personnel in quality and safety, training, qualifying and encouraging them. The contribution of our personnel to the quality circles contributes to the improvement of food quality and safety.

Environmental Policy:

- The production of fruit on land that is not suitable for agriculture is strictly prohibited.
- We protect the vegetation that has been established.
- We prohibit the captivity of wild animals in orchards.
- We prohibit to hunt of both small and large species.
- We prohibit to cut down trees.
- We prohibit to burn crop residues and cover crops on roadsides and perimeters of our orchards.

- We prohibit the extraction of parasitic plants that are dual purpose.
- We prohibit the discharge of sewage or contaminated water into aquatic ecosystems without prior treatment.
- We are committed to reduce pesticide use through integrated pest and disease management plans.
- The use of prohibited pesticides is strictly prohibited (AGRANA FRUIT MEXICO updated lists of authorized products). If pesticides are used for risk mitigation purposes, we are committed to comply with the conditions required to protect the environment and human health.
- We are committed to the good manner to store waste on farm. In case of agrochemicals empty containers, the following process is required: triple rinse, perforation, to segregate and store safely.

Social Policy:

- We are an important source of employment in our orchard communities.
- We strive for the well-being of all our employees, so that they can express any dissatisfaction inside and outside their workplace.
- We prohibit child labor.
- We prohibit all forms of forced compulsory or bonded labor.
- We treat our employees with respect and under no circumstances they are subjected to threats, sexual harassment or abuse, or verbal, physical or psychological mistreatment.
- We prohibit discrimination by any member of the group based on race, color, religion, sex, or marital status.
- Our workers have the right to organize themselves freely for ideological, religious, political, economic, social, cultural or any other purposes, and to voluntarily negotiate their working conditions collectively. Workers may, if they wish, create or join labor unions.
- Personnel are hired directly by the orchards manager or owner; they should be no intermediaries.
- The hiring of female or male minors are prohibited, except for persons between 15 and 17 years old; in this case, they must bring an authorization to work, signed by their parents or guardians.

	<p>SUSTAINABLE FRUIT GROUP MANAGEMENT SYSTEM POLICY, AGRANA FRUIT MEXICO</p>	<p>Page 3 of 3 Version 01, 03.02.2022 File: Política grupo de huertas de frutas sustentables</p>
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- We provide drinking water to all workers during the workday.
- Pregnant or breastfeeding women are assigned to activities that does not pose any risk to the health of the women, fetus, or infant. In case of reassignment, there is no reduction in the remuneration.
- When workers are diagnosed with a short-term temporary health condition, he is reassigned to a different task for the duration of the period of incapacity, without any reduction in his salary.
- Only male between 18 and 60 years of age may apply agrochemicals and it is ensured that such person is in ideal healthy conditions to perform this function.
- Overtime is voluntary and paid according to the number of hours.
- The employee may appeal, and any issue or non-conformity related to the salary received must be clarified.
- It is not allowed to let salary unpaid for more than one week or delayed a portion of the salary.
- Holidays (as stipulated by law) are mandatory rest days unless the employee agrees with the contractor for his own purposes and must be paid in full.
- Personnel working in sustainable fruit orchards should receive a daily wage equal to or greater than the minimum wage in the region.
- The personnel must have a supervisor with the skills to respond to any type of emergency and, must be attended by someone who have the acknowledge of first aid.
- If specialized medical attention is required, it should be transferred by the high command of the orchard on duty.
- All workers have the right to ask for health and education services in case they require them.

We comply with national and international laws related to labor, social and environmental aspects.

REFERENCES:

- ✓ **GENERAL PRINCIPLES FOR THE PROCUREMENT OF AGRICULTURAL RAW MATERIALS AND INTERMEDIATE PRODUCTS; AGRANA; Version 02, 03.12.2020**
- ✓ **Code of Conduct AGRANA; Version 04; 01.11.2018**