

DIVERSITY & INCLUSION POLICY

GOAL

The purpose of this policy is to encourage and promote the importance of diversity and inclusion. We advocate an environment that respects and appreciates differences, and we aim to build teams whose plurality of approaches favors the development of everyone who is part of Adecoagro.

Having an inclusive culture is one of the fundamental pillars to promote positive experiences for our people. It drives innovation, a healthy organizational climate and makes our business even more attractive and competitive.

In this document we express our zero tolerance for discriminatory behavior and or practices associated with gender, sexual orientation, ethnic/racial origin, nationality, cultural background, gender identity and expression, presence of disability, age group, religion, beliefs and socioeconomic status.

SCOPE

This policy applies to everyone that is part of Adecoagro and stipulates the rights and responsibilities we must assume.

This document is integrated with all company policies, both general as well as those applicable to each establishment, according to roles and activities conducted.

The leadership team has the responsibility to enforce the inclusion of all people by responding against any conduct that violates this policy.

COMMITMENTS

We are committed to implement specific actions to prevent all forms of discrimination, promote the appreciation of diversity and the culture of inclusion.

This commitment is supported by concrete actions:

Communication and raising awareness

In order to promote an equal and inclusive work environment where people feel free to express themselves, we aim to continuously disseminate our commitment to all employees and stakeholders. To do so, we develop trainings related to this subject.

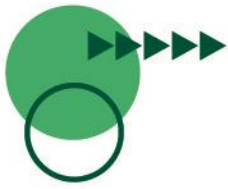
Access to employment

Respect for diversity must be present in all processes, such as the hiring processes. We conduct an ongoing analysis of policies and procedures to reduce the incidence of unconscious bias. Special attention should also be paid to the channels and means of communication used during the hiring phase, using inclusive wording and different media outlets to have a wider reach.

Compensation policy

We pay competitive salaries aligned with the market. Our internal salary structure is fair in relation to the tasks, knowledge and levels of responsibility required for each position. We perform internal analysis to ensure that there are no differences arising from any of our diversity axis.





Integration of personal and professional life

In pursuit of a more diverse workforce, we have incorporated measures that contribute to balancing personal and professional life.

Training and Development

We are focused on continuously developing leaders which demonstrate active and proactive behavior in promoting diversity and inclusion, capable of recognizing their unconscious biases and acting to minimize. We also promote actions to train all employees in understanding the concepts and relevance of inclusion and diversity.

Healthy work environment

We seek to identify and eradicate any potential discriminatory practice. We actively promote a work environment free of harassment, mistreatment or abusive behavior (physical, verbal or visual), whether online or at any of our facilities.

Continuous Improvement

We build management indicators to monitor our progress.

Diversity Committee

To monitor our initiatives, we created a Diversity Committee that comprises representatives from all our businesses. Committee members are responsible for deliberating, managing and monitoring the above-mentioned actions.

Whistleblowing Channel

Transparency is our first value, and we ensure its compliance among all of us. To this end, we have an anonymous whistleblowing channel where we encourage everyone to report in good faith any breach of compliance with the policy, without fear of dismissal or retaliation of any kind. We guarantee confidentiality, respect and protection to all those who report an event.

24hs toll-free phone lines

In Brazil: 0800-601-6896

In Argentina: 0800-888-0127

Mail: denuncias@adecoagro.com

Site: www.contatoseguro.com.br/adecoagro

This policy presents our statement of principles regarding diversity and inclusion, concerning respectful behavior and the conviction to build teams that value differences.



Mariano Bosch
CEO
15/06/2022

