

# HUMAN RIGHTS POLICY

## OUR COMMITMENT

At Adecoagro we are committed to respecting, protecting and complying with Human Rights in all the locations where we carry out our activities. We are committed to respecting all human rights addressed by the Universal Declaration of Human Rights and by the national laws of the countries where we operate, as well as by international standards, such as the International Labour Organization (ILO) standards.

We convey our respect and protection of human rights by enforcing the following behaviors:

### **Equal opportunities**

We promote equal opportunities. At Adecoagro we seek to attract the best talent, people with an entrepreneurial spirit who are aligned with our values. We are committed to providing equal opportunities at all stages, including, among others, recruitment and selection, hiring and firing, opportunities for growth, development and promotion, and setting of salaries and benefits.

### **Non-discrimination**

We stand against any form of discrimination. We do not discriminate, nor do we accept any type of discrimination or prejudice against own or third party employees, candidates and other interested parties, involving behaviors or practices associated with gender, sexual orientation, ethnic/racial origin, nationality, cultural background, gender identity and expression, disability, age group, religion, socioeconomic status, beliefs and other differences that make up diversity.

### **Respectful treatment**

It is important that we all act in a respectful manner towards each other. We do not allow verbal, visual or physical misconduct under any circumstances. Nor do we accept violence, threats or explicit attempts to instill fear in anyone, whether a member of our team or not. We seek to promote a work environment in which respect always prevails. By no means we accept harassment via social media or other online network.

### **Occupational Health and Safety**

We rely on a comprehensive program developed by experts, aimed at the prevention of work-related accidents and occupational diseases, which takes into account all different activities, areas and roles. No emergency or any such situation can ever justify a lack of safety. We promote a safe and healthy working environment and we are committed to ensuring it by investing financial and human resources.

### **Forced labor**

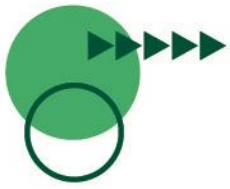
Adecoagro does not practice, support or tolerate, under any circumstances, the use of forced or compulsory labor. Nor does it require its employees to pay deposits, or retains their IDs at the start of the work relationship, whether permanent or temporary. We all have the right to leave the premises after completing the workday, and we are free to terminate the employment relationship by giving proper notice in accordance with the terms established by law.

### **Child labor**

Adecoagro does not employ workers under the age of eighteen in any of our operations, either directly or through its contractors, and require all service providers to abide by this. We work in our operations and in the communities where we operate to fight this crime.

In the case of internships for school-age students, which are limited to short periods of time and whose purpose and execution are related to student learning, participants must be at least sixteen years old.





### **Compensation**

We aim to pay competitive market salaries, and have an internal salary structure that is fair in relation to the task, knowledge and responsibility level required for each position.

All of us at Adecoagro have a higher salary than the adjustable minimum living wage. The permanent updates defined by the applicable collective bargaining agreements and the renewal of union delegates demonstrate the freedom to operate that we grant to trade unions.

### **Freedom of association and the right to collective bargaining**

Adecoagro and its contractors and subcontractors, guarantee freedom of association to their employees, effective recognition of the right to collective bargaining, and respect for the agreements arising therefrom.

In accordance with the applicable law, we will refrain from engaging in any action to restrict the right of employees to join or not to join a trade union.

### **Integrity**

We do not practice nor do we accept the receipt or grant of any kind of bribe. Adecoagro and its employees state that they will make their best effort to comply with all anti-corruption laws and practices; in particular the U.S. Foreign Corrupt Practices Act (FCPA), and applicable laws in each country where we operate.

## **OUR MANAGEMENT**

Our commitment to human rights is rooted in our management. We are committed to: (a) promoting an open-door policy; (b) maintaining a whistleblower channel for our employees and a complaints channel for the community; (c) training employees, contractors and suppliers on human rights; (d) monitoring and reporting on our human rights performance; (e) immediately addressing and correcting any negative impact that may occur; (f) controlling compliance with human rights in our value chain; (g) communicating this policy to our team and external stakeholders.

This policy sets out our statement of human rights principles, based on our vision to care for our people, promote equal opportunities and enhance human, social, economic and environmental development of the communities where we operate.



**Mariano Bosch**

CEO

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