

HUMAN RIGHTS PROGRAM

From the Executive Board of Adecoagro we are committed -together with all our team- to make our efforts to respect, defend, comply with and enforce Human Rights in all our operations and places where we develop our activities. In this document we develop the basis of our program to comply with it.

General purpose

Comply with the human rights considered in the United Nations Universal Declaration of Human Rights, in the national legislation established in the countries where we operate, and in the adoption of international standards, such as the norms of the International Labor Organization (ILO). To this end, we have developed a management program.

Strategic axes

- 1) Assessment of risks related to human rights
- 2) Human rights training
- 3) Human rights along our value chain
- 4) Incident investigation and whistleblower channel
- 5) Regular monitoring
- 6) Our objectives
- 7) Sectorial participation

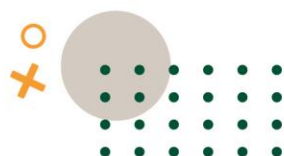
1) ASSESMENT OF RISKS

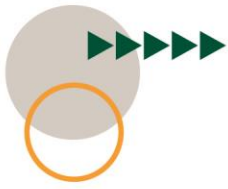
As an agribusiness company with operations in the interior of Argentina, Brazil and Uruguay, we conducted an assessment of potential risks that allows us to detect our main issues.

In this assessment carried out in each of the operations, with very different geographical and cultural contexts, we try to identify possible difficulties or situations that deserve our full attention.

Some of the potential risks that we have evaluated and require special focus are:

- Preventing children from entering to work in our operation (either accompanying collaborators or contractors).
- Ensure that no documentation is withheld from collaborators in any establishment, and that in all cases participation in collective association groups is allowed.
- Evaluate all housing in our fields, so that they meet the criteria for decent and adequate housing.
- Monitor and prevent any type of discrimination from the company towards employees or among employees (with contractors as well as suppliers).
- Prevent any form of workplace violence, disrespect or violations of our diversity and inclusion policy.





2) TRAINING

Through our training we reach both our teams and contractors.

The team of trainers is composed of different professionals: labor relations lawyers, human resources and diversity specialists, occupational health and safety specialists, team leaders, engineers, auditors and buyers linked to our value chain.

Some of the topics we train on are:

(a) Labor Laws, (b) Agricultural work, (c) Collective bargaining agreements, (d) Usages and customs, (e) Workday: rights and obligations, (f) Occupational health and safety standards, (g) Critical Risk Assessment, (h) Safety Rules, (i) Diversity and Inclusion, (j) Respect and Workplace Violence Protocol, (k) Code of Ethics, (l) Computer Protection and Security.

3) VALUE CHAIN

Our commitment extends to contractors, suppliers and customers who are part of our value chain.

First, in each Purchase Order generated, we inform suppliers, contractors and subcontractors of their obligation to comply with the ethical standards defined in our Code of Ethics and Code of Business Conduct. Likewise, their obligation to comply not only with national and international laws but also with ILO conventions.

Second, each contractor that enters our facilities must sign our Contractor Policy. This includes guidelines on Legal Compliance, Discrimination and Equal Opportunity, Child and Forced Labor, Freedom of Association, Health and Safety, Grievance Mechanism, among others.

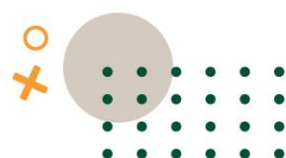
In addition, we develop solidarity initiatives with our value chain to benefit the communities in which we are present. These include support for non-profit organizations, people with disabilities seeking to enter the labor market, educational improvements aimed at equal opportunities, and the right to good nutrition, among others.

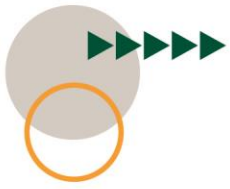
4) INCIDENT INVESTIGATION AND WHISTLEBLOWER CHANNEL

Our commitment to the investigation of incidents is permanent. We have designed three specific channels to receive complaints, as follows:

- **Whistleblower Channel:** to receive confidential or anonymous reports of any non-compliance with the code of ethics > mail: denuncias@adecoagro.com - tel: 0800-888-0127
- **Violence Channel:** to receive complaints related to workplace violence, discrimination or gender inequality > mail: violencialaboral@adecoagro.com - tel.: 0800-777-2476
- **Inquiries and Suggestions Channel:** to receive claims and complaints from our different stakeholders (suppliers, contractors, neighbors, etc.). > mail: consultas@adecoagro.com - tel.: 0800-888-0332

In all cases we have a specialized team that follows up on the issue, analyzes each case, solves and informs. Our protocol clarifies that, in the event of a violation of the expected conduct, each case will be evaluated, including the possibility of dismissal for cause. Our management includes accompanying the person who is the victim or victim of an unfavorable situation.





5) PERIODIC MONITORING

Permanent monitoring allows us to check the fulfillment of the proposed objectives, and at the same time to anticipate risk situations, or to correct situations of weakness. For this purpose, we organize our actions as follows:

- Field visits to monitor housing conditions and offer listening spaces to the personnel.
- Rigorous checking of documentation and conditions of entry to our operations (fields and industries), seeking to prevent child labor, illegal work or any other type of improper situation.
- 24-hour attention to our channels of consultation and immediate dedication to warnings and complaints.
- Listening to personnel -both individually and in groups- with special focus on potential injustices related to gender diversity, labor violence or any other type of disrespect.
- Monitoring of the socioeconomic situation of our communities, and evaluation of the programs implemented through our Community program.

6) OUR OBJECTIVES

Some of our next objectives in this program are the following:

- Training 1 Internal Human Rights Ambassador in each operation.
- Formal training for our employees on a regular basis.
- To deepen our work throughout our value chain.
- Carry out specific team-by-team training on Diversity and Inclusion.

7) SECTORIAL PARTICIPATION

For our sugarcane operations, we have become a member of the Global Compact and the UN Women Program. We believe that these spaces strengthen our training on human rights issues, and allow us to exchange experiences and challenges.

For our operations in Argentina and Uruguay, we have partnered with the IDEA business chamber for these same purposes, and we participate in the CREA sectoral understanding groups. In addition, our participation in the HUB on Diversity and Inclusion at Universidad Di Tella allows us to present case studies and gather best practices to further our progress.

