

	CORPORATE POLICY OF SUSTAINABLE DEVELOPMENT	CODE	VERSION
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PRODUCING MANAGEMENT	CORPORATE MANAGEMENT OF IMAGE AND COMMUNICATION		
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1. Background and context

Sustainability is a key concept for business management, because it allows companies to focus their efforts on ensuring that their activities endure over time, acting in harmony with the economic, social and environmental subjects; contributing in the same way to the development of the societies in which they operate, as well as to the protection of the planet.

The corporation is aware of the fundamental role that comes with being one of the leaders of the business activity, so it actively assumes the role of agent of change and promoter of the progress of the country. Through a socially responsible management model, it seeks to promote change, creating value and generating positive impacts on stakeholders. For this reason, Ferreycorp concentrates all efforts in building an inclusive and sustainable future.

Ferreycorp (the corporation) is aware that the UN General Assembly in 2015 introduced into the global agenda 17 Sustainable Development Goals (SDGs) with goals until 2030, to eradicate poverty, protect the planet and ensure the prosperity of all inhabitants, and that a call was made to the business sector, considering its knowledge and resources to propose solutions to the main challenges of the planet in terms of sustainable progress. Due to this, Ferreycorp has been organizing his programmes around this global agenda. Likewise, the corporation is aligned to the Global Compact, a declaration of the United Nations that promotes 10 universally accepted principles to promote sustainable development in the areas of human rights and business, labour standards, environment and the fight against corruption in activities and business strategy of the companies.

2. Purpose

This policy aims to establish and disseminate the commitments assumed by the corporation focused on the creation of economic, social and environmental value. Likewise, defines the principles for an adequate management of all the stakeholders, of the positive or negative impacts that their interactions could generate, in order to contribute to the sustainability of the business and society as a whole.

This policy constitutes a permanent guide for leaders in the definition of other policies, rules and procedures, as well as for all employees in their daily behaviour, seeking to add value to all their stakeholders.

3. Scope

This corporate policy is applicable to all employees of the corporation, including its parent company, its subsidiaries and its stakeholders.

4. Content

Regarding this, it is important to have initiatives that are aligned with strategies that favour economic growth, considering social needs (education, health, employment opportunities, among others), and that fight against climate change and promote protection of the environment.

Being aware of the importance of promoting sustainable development and facing the challenges of the global agenda, through a socially responsible management model, committed to the Sustainable Development Goals and aligned with the principles of the Global Compact, Ferreycorp assumes and declares the following commitments:

➤ Ethical behaviour, values and good corporate governance

The corporation bases its behaviour on solid values such as integrity, equity, commitment, dedication to service, respect for the person, excellence and teamwork. It is also governed by a corporate Code of Ethics and a set of directives that complement it, and its Principles of Good Corporate Governance, which guide management with all stakeholders, including good relationship with shareholders. Ferreycorp actively fights against corruption by the Anti-Corruption Compliance System at the corporate level, through which risks are identified, improvements are implemented and control processes are put into operation.

➤ Composite wellness for employees and their families

Employees are the fundamental group with which the corporation counts. Having a motivated and committed team is an essential competitive advantage to forge leadership and solidity in all operations. For this reason, the corporation values the effort and ensures that all employees are provided with optimal working conditions and the necessary incentives for their proper development. Ferreycorp is committed to fostering and maintaining a work environment free of discrimination, where respect is paramount, favouring equal opportunities and gender based on the merits of each employee. The corporation also recognizes the responsibility to contribute to the development of the family environment of the employee. Thus, it deploys campaigns to disseminate concepts such as security, nonviolence, nutrition, equity, diversity, care for the environment, responsible voting, and also provides housing loans, education, among others, to achieve this purpose.

➤ Faithful commitment to customers

Ferreycorp promotes long-term mutually beneficial business relationships with customers, offering the best integral solutions for their business, a varied portfolio of high quality products and services with specialized attention, in addition to the support of a leading corporation and a tradition of integrity and equity, with solid

values and ethical principles. The corporation recognizes the importance of the truthfulness of the statements it makes about the offer of products and services, as well as the protection of the property information of each customer.

➤ **Suppliers, our strategic partners**

The corporation seeks to strengthen its value chain through a selection of suppliers based on principles of transparency, fair treatment and mutual growth, promoting good practice among its employees and respect for human rights. Within its capabilities, the corporation deploys practices of " Get to know your provider" and promotes the hiring of suppliers with high ethical standards, labour, safety, environmental care, among others.

➤ **Contribution to the environment**

Every company of the corporation is oriented to carry out an adequate environmental management in their operations, identifying risks and measuring the impacts to develop preventive and corrective actions focused on the protection of the environment, which is reflected in the Integrated Safety, Health and Environment corporate policy. The main prevention and correction activities are linked to the core processes of each business.

Additionally, the corporation sensitizes collaborators on the importance of caring for the environment, seeking to generate value and ensure that all activities and processes are carried out efficiently and responsibly. Ferreycorp believes that the dissemination and application of good practices in operations will then be replicated in the families and homes of all employees.

➤ **Development and growth for the community**

Ferreycorp contributes to the development of the communities by providing them, within their capacities, access to opportunities to improve their quality of life. It focuses actions on various sectors of the community, mainly on issues that are considered key to the progress of the country, such as the education of young people and the development of infrastructure, acting also in emergency situations and / or need by contributing to different organizations, being able to establish alliances with various entities to maximize efforts.

➤ **Relationship with the government and society**

Ferreycorp actively participates, through its leaders, in different forums and business associations, government entities, chambers of commerce and the academic sector, promoting the formation of opinion on issues of public interest, such as Social Responsibility, Free Trade, Foreign Trade, Development of the Capital Market, Anti-corruption, Sustainability, among others.