

OUR HUMAN RIGHTS POLICY

CEMENTOS ARGOS

At ARGOS, in line with our pillars of culture, we are committed to carrying out our economic activities in a responsible manner, committed to respecting and promoting the Human Rights, acting in accordance with our sustainability strategy that seeks to create value to society and company.

With ethical integrity as the foundation of business operations the company assumes the responsibility to prevent, identify and repair the negative consequences on Human Rights that its operations and businesses could provoke.

This policy was defined considering international action frameworks such as the Universal Declaration of Human Rights, the Guiding Principles on business and Human Rights of the United Nations, fundamental principles and rights established in the Declaration of the International Labor Organization, the Global Compact and other norms and principles applicable to the countries where we operate, these being the guidelines that we follow in all our processes and action plans.



SCOPE:

This policy covers all our operations in the three regions in which we have a presence, as well as all stakeholders that may be affected by the actions resulting from our economic activity, this mainly includes collaborators, contractors, communities, suppliers, customers, partners, women and other allies.



ASSESSED HUMAN RIGHTS:



- Forced and child labor
- Human trafficking
- Human safety and integrity
- Freedom of association and collective bargaining
- Equality and inclusion
- Work – life balance
- Violence or harassment



COMMUNICATION AND EDUCATION:



The Human Rights Policy is distributed and communicated to all people who have a relationship with ARGOS. Likewise, training activities are carried out to ensure the understanding of this policy by the Company's employees.



DUE DILIGENCE PROCESS:

1. Identification of the level of vulnerability of Human Rights prioritized by ARGOS.
2. Definition of prevention and remediation plans.
3. Definition of follow ups that show progress on the designed plans.
4. Updating of risks through constant monitoring along with areas of relationship with stakeholders and the risk area as a methodological guide.

