



CORPORATE ETHICS POLICY

CURTIEMBRE ARLEI S.A. establishes its ethical commitment by means of the present policy, which defines the principles and values that regulate each of the activities carried out by or on behalf of the organization.

With the purpose of building ties in the value chain, based on ethical and corporate social responsibility, Curtiembre Arlei is committed to establishing the fundamental principles of responsible work as a philosophy of its activities

- Equal treatment, with respect and dignity, towards all staff of the organization, and freedom to exercise their rights of collective unions
- Minimum age for employment in accordance with the law. **Not allowing the entry of any person under 18 years of age.**
- **Zero tolerance for all forms of forced, compulsory or involuntary labor**
- Fair salary, benefits according to activities, responsibilities and conditions of the domestic and national markets
- Reasonable working hours and in accordance with the law
- Equal opportunities for benefits and promotions
- Equal working conditions. Zero tolerance to unequal, arbitrary and discriminatory treatment on the grounds of politics, religion, race, age, disability, gender or sexual orientation, or any others.
- Protection of employees in terms of occupational health and safety
- Compliance with the legal framework maintaining integrity and ethics
- Transparency in the activities carried out by or on behalf of the organization
- Honest and transparent conduct of all members of the organization, observing the rules of the code of coexistence **and code of sustainable conduct** established by the company.
- Commitment to take care of the environment, natural resources and the society in which the organization operates, considering ethical and economic values through sustainable activities.
- Ethical, responsible and confidential treatment of complaints and / or claims from staff and / or third parties, through a reliable and easy to access communication channel.
- Staff must make responsible and appropriate use of the authority delegated by the organization, without incurring situations of abuse of authority, such as retaliation, moral or sexual harassment, extortion, threat, etc.



This policy is based on the organization's commitment towards staff, clients, suppliers, government and society in general, including respect for current legal regulations, prevention of corruption, ethics escalation and sustainable development (environmental, social and economic).

The Board of Directors, December 2022