

Self-Declaration of good social practices

El Pedregal S.A. (hereinafter, "**PEDREGAL**") recognising the importance of maintaining a positive working environment, adheres to and upholds the International Labour Conventions of the International Labour Organization (ILO) ratified by Peru, as well as the International Declaration of Human Rights.

Below, we outline some of the International Labour Conventions mentioned above:

- **Convention No. 01:** Hours of Work Convention.
- **Convention No. 11:** Right of Association (Agriculture) Convention.
- **Convention No. 19:** Equal Treatment Convention.
- **Convention No. 29:** Forced Labour Convention.
- **Convention No. 99:** Minimum Wage Fixing Machinery (Agriculture) Convention.
- **Convention No. 100:** Equal Remuneration Convention.
- **Convention No. 105:** Abolition of Forced Labour Convention.
- **Convention No. 111:** Discrimination (Employment and Occupation) Convention.
- **Convention No. 138:** Minimum Age Convention.
- **Convention No. 182:** Worst Forms of Child Labour Convention.
- **Convention No. 183:** Maternity Protection Convention.

Furthermore, **PEDREGAL** promotes safe and healthy environments by adhering to national labour regulations, as well as internal policies and procedures, including transparent and non-discriminatory hiring practices, the ETI Code, Internal Work Regulations, and the Code of Ethics and Business Conduct, among others.

In this regard, **PEDREGAL** commits to adhering to the following actions:

1. Comply with current labour legislation, particularly the fundamental principles of providing fair remuneration and/or the prevailing legal minimum wage, refraining from practising or permitting any form of forced, precarious, or degrading labour; respecting the maximum legal working hours, ensuring safe working conditions, maintaining a workplace free from harassment or intimidation, and safeguarding workers' health.
2. Reject and refrain from participating in any form of discrimination against workers based on sex, age, religion, race, caste, social origin, disability, ethnic origin, nationality, or any other characteristic.
3. Respect workers' freedom of expression, association, and negotiation, both individually and collectively, with the company.
4. Prevent and prohibit child labour, ensuring special protection for young workers (minimum working age of 18) and generally.
5. Avoid the use of involuntary labour.
6. Abstain from retaliating against workers who lodge complaints and/or grievances.
7. Prohibit and prevent human trafficking or similar practices within our facilities or supply chain.

El Pedregal S.A