



## HUMAN RIGHTS POLICY

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## SCOPE

This policy applies to all employees of High Protein de México, SA de CV, as well as to all customers, suppliers, and visitors.

## AIM

To express the active and continued determination to fulfill the responsibility to respect and promote internationally recognized human rights standards.

## TERMS AND DEFINITIONS

**Human Rights:** Human rights are those instrumental conditions that allow a person to achieve their full potential and, by virtue of their humanity, guarantee a life of dignity. This is without distinction of any kind, such as race, color, sex, language, religion, political or other opinion, national or social origin, economic status, birth, or any other status.

**Stakeholder Groups:** These are defined as all those groups that are directly or indirectly affected by the development of business activity and, therefore, also have the ability to directly or indirectly affect its development.

**Vulnerable groups:** These are groups that, due to their social, economic, cultural, or psychological conditions, may suffer human rights violations. This group includes the elderly, people with disabilities, women, children, Indigenous peoples, people with mental illnesses, people living with HIV/AIDS, migrant workers, sexual minorities, and detainees.

## POLICY

High Protein de México, SA de CV and its Representatives seek to align their operations with universal principles on human rights, and therefore commit to respecting and promoting human rights and complying with internationally recognized human rights standards.

This policy is complemented by other company policies.

## PROCEDURE AND GUIDELINES

1. Comply with all applicable laws and respect internationally recognized human rights in all places where it operates.
2. Promote awareness among employees and business partners on human rights issues.
3. Assessing current and potential human rights risks and their impact on our operations, prioritizing vulnerable groups, *all candidates and all our employees are and will be treated with respect and equality.*
4. Adopt appropriate measures for the prevention, mitigation and, where appropriate, the remediation of adverse human rights impacts.
5. Provide customers, suppliers and collaborators with access to complaint mechanisms.
6. Continue to participate in international initiatives to promote progress on human rights.
7. Engaging with our human rights stakeholders, including governments, non-governmental organizations, employees, customers, and suppliers.

## RELATIONSHIP WITH STAKEHOLDERS

We regularly identify and review stakeholders through a process involving various departments. Once identified, they are categorized and prioritized according to our business model.

STAKEHOLDER GROUP	DIALOGUE TOOLS	FREQUENCY	AIM	COMMITMENT ACTIONS	IMPACT/SEVERITY	MITIGATION ACTIONS
<b>Shareholders</b>	Face-to-face meetings	Eventual / Media	There are no complaints regarding situations of human rights violations.	Implementation and dissemination of Human Rights policy	Communication failures to management regarding the volume of human rights complaints /	Timely scheduling and periodic partial reviews based on possible complaints generated and propose corrective actions.
<b>Internal Staff</b>	Complaints and/or suggestions box, telephone line, email	Constant / High	Motivation, closeness to collaborators. Strengthen the commitment to compliance with the Code of Ethics and Human Rights.	Fair treatment Respect for Human Rights.	Lack of feedback to staff. Evidence of requests for anonymity. Disregarding the needs of the staff	Punctual compliance with the Response deadline. Objectivity and professionalism in the follow-up.
<b>Customers</b>	Telephone lines, mail, computer systems	Constant / High	Having a business relationship with an organization that respects and promotes Human Rights.	Promotion and Integration with the Human Rights model	Actions or attitudes that demonstrate inconsistency between human rights policy and the commercial relationship	Adherence to contractual guidelines and policies related to the business relationship
<b>Suppliers</b>	Telephone lines, mail, computer systems	Constant / High	Having a business relationship with an organization that respects and promotes Human Rights.	Promotion and Integration with the Human Rights model	Some actions or attitudes demonstrate an inconsistency between human rights policy and the commercial relationship	Adherence to contractual guidelines and policies related to the business relationship
<b>Community</b>	Electronic media	Sporadic / Low	To make an impact as a company committed to human rights	Contribution to economic development linked to Human Rights	Lack of credibility in society due to violations of the human rights of collaborators, community, and authorities.	Promoting formality in agreements, obligations and/or commitments within the environment.

## UNIVERSAL RIGHTS

### Article 1

All human beings are born free and equal in dignity and rights and, being endowed with reason and conscience, should act towards one another in a spirit of brotherhood.

### Article 2

Everyone is entitled to all the rights and freedoms set forth in this Declaration, without distinction of any kind, such as race, color, sex, language, religion, political or other opinion, national or social origin, property, birth or other status.

Furthermore, no distinction shall be made on the basis of the political, legal or international status of the country or territory to which a person belongs, whether it be an independent country, a trust territory, a non-self-governing territory or under any other limitation of sovereignty.

**Article 3**

Every individual has the right to life, liberty and security of person.

**Article 4**

No one shall be held in slavery or servitude; slavery and the slave trade shall be prohibited in all their forms.

**Article 5**

No one shall be subjected to torture or to cruel, inhuman or degrading treatment or punishment.

**Article 6**

Every human being has the right, everywhere, to recognition of his or her legal personality.

**Article 7**

All are equal before the law and are entitled without any discrimination to equal protection of the law. All are entitled to equal protection against any discrimination in violation of this Declaration and against any incitement to such discrimination.

**Article 8**

Everyone has the right to an effective remedy by the competent national tribunals for acts violating the fundamental rights granted him by the constitution or by law.

**Article 9**

No one shall be arbitrarily arrested, detained or exiled.

**Article 10**

Everyone is entitled in full equality to a fair and public hearing by an independent and impartial tribunal, in the determination of his rights and obligations and of any criminal charge against him.

**Article 11**

1. Everyone accused of a crime has the right to be presumed innocent until proven guilty according to law in a public trial in which they have been afforded all the guarantees necessary for their defense.
2. No one shall be convicted of any act or omission which did not constitute a criminal offense under national or international law at the time when it was committed. Nor shall a heavier penalty be imposed than the one that was applicable at the time the criminal offense was committed.

**Article 12**

No one shall be subjected to arbitrary interference with their privacy, family, home or correspondence, nor to attacks upon their honour and reputation. Everyone has the right to the protection of the law against such interference or attacks.

**Article 13**

1. Everyone has the right to freedom of movement and to choose their residence within the territory of a State.
2. Everyone has the right to leave any country, including their own, and to return to their country.

**Article 14**

1. In case of persecution, everyone has the right to seek and enjoy asylum in any country.
2. This right may not be invoked against a judicial action genuinely arising from non-political crimes or from acts contrary to the purposes and principles of the United Nations.

**Article 15**

1. Everyone has the right to a nationality.
2. No one shall be arbitrarily deprived of their nationality nor denied the right to change their nationality.

**Article 16**

1. Men and women of marriageable age have the right, without any restriction due to race, nationality or religion, to marry and to found a family; and they shall enjoy equal rights as to marriage, during marriage and at its dissolution.
2. Marriage can only be contracted with the free and full consent of the future spouses.
3. The family is the natural and fundamental unit of society and is entitled to protection by society and the State.

**Article 17**

1. Everyone has the right to own property, individually and collectively.
2. No one shall be arbitrarily deprived of his property.

**Article 18**

Everyone has the right to freedom of thought, conscience and religion; this right includes freedom to change his religion or belief, and freedom, either alone or in community with others and in public or private, to manifest his religion or belief in teaching, practice, worship and observance.

**Article 19**

Everyone has the right to freedom of opinion and expression; this right includes freedom to hold opinions without interference and to seek, receive and impart information and ideas through any media and regardless of frontiers.

**Article 20**

1. Everyone has the right to freedom of peaceful assembly and association.
2. No one may be compelled to belong to an association.

**Article 21**

1. Everyone has the right to participate in the government of his country, directly or through freely chosen representatives.
2. Everyone has the right of equal access to public service in their country.
3. The will of the people is the basis of the authority of government; this will shall be expressed in genuine elections which shall be held periodically by universal and equal suffrage and by secret ballot or by equivalent free voting procedures.

**Article 22**

Every person, as a member of society, has the right to social security and to obtain, through national effort and international cooperation and in accordance with the organization and resources of each State, the satisfaction of the economic, social and cultural rights indispensable for his dignity and the free development of his personality.

**Article 23**

1. Everyone has the right to work, to free choice of employment, to just and satisfactory conditions of work and to protection against unemployment.
2. Everyone has the right, without any discrimination, to equal pay for equal work.
3. Everyone who works has the right to just and favorable remuneration ensuring for himself and his family an existence worthy of human dignity and supplemented, if necessary, by other means of social protection.
4. Everyone has the right to form trade unions and to join trade unions for the defense of their interests.

**Article 24**

Everyone has the right to rest, leisure, reasonable limitation of working hours and periodic paid holidays.

**Article 25**

1. Everyone has the right to a standard of living adequate for the health and well-being of himself and of his family, including food, clothing, housing, medical care and necessary social services, and the right to security in the event of unemployment, sickness, disability, widowhood, old age or other lack of livelihood in circumstances beyond his control.
2. Motherhood and childhood are entitled to special care and assistance. All children, whether born in or out of wedlock, are entitled to equal social protection.

**Article 26**

1. Everyone has the right to education. Education shall be free, at least in the elementary and fundamental stages. Elementary education shall be compulsory. Technical and professional education shall be made generally available and higher education shall be equally accessible to all on the basis of merit.
2. Education shall be directed to the full development of the human personality and to the strengthening of respect for human rights and fundamental freedoms; it shall promote understanding, tolerance and friendship among all nations, ethnic or religious groups, and shall further the activities of the United Nations for the maintenance of peace.
3. Parents shall have a prior right to choose the type of education that shall be given to their children.

**Article 27**

1. Everyone has the right to freely participate in the cultural life of the community, to enjoy the arts and to share in scientific advancement and its benefits.
2. Everyone has the right to the protection of the moral and material interests resulting from any scientific, literary or artistic production of which he or she is the author.

**Article 28**

Everyone is entitled to a social and international order in which the rights and freedoms set forth in this Declaration can be fully realized.

**Article 29**

1. Every person has duties towards the community, since only within it can he freely and fully develop his personality.
2. In the exercise of their rights and freedoms, everyone shall be subject only to such limitations as are determined by law solely for the purpose of securing due recognition and respect for the rights and freedoms of others and of meeting the just requirements of morality, public order and the general welfare in a democratic society.
3. These rights and freedoms may in no case be exercised contrary to the purposes and principles of the United Nations.

**Article 30**

Nothing in this Declaration may be interpreted as implying for any State, group or person any right to engage in any activity or to perform any act aimed at the destruction of any of the rights and freedoms set forth herein.

**SPECIAL CONSIDERATIONS FOR VULNERABLE GROUPS**

Our company takes the inclusion of people from vulnerable groups very seriously. That's why we've made modifications to our facilities, regulations, policies, procedures , etc., to support this group. Some of the special considerations are:

- Adaptation of a ground floor training room for people with motor disabilities.
- Wheelchair support to move employees with motor disabilities internally.

- Workplace adaptations to facilitate and improve ergonomics according to the particular disability of the employee.
- For breastfeeding mothers, an area was set up in the nursing ward to allow breastfeeding activity with its permitted time according to the LFT of 1 hour, which can be divided into 2 half hours.
- Support for people who want to continue or start their studies, with financial support from the company, with the commitment that they will continue working at the company.
- Support for non-discrimination of people who have been legally detained and have served their sentence, at the time of hiring.
- For older adults, a health and wellness program is implemented, which includes physical activities and periodic medical evaluations by the Occupational Safety and Health Department.
- Occasional teleworking permits in special situations, for administrative positions, when they are in a situation that may consider them vulnerable

#### NO TO FORCED LABOR AND CHILD LABOR

*At High Protein we do not allow forced labor or child labor and we are against discrimination. All candidates and all our employees are and will be treated with respect and equality.*

- *Individuals between the ages of 15 and 17, although permitted by law with restrictions, cannot be selected by our company, as we are committed to eliminating child labor. Therefore, to ensure compliance, the company must verify the candidate's birth certificate to confirm that this provision is not violated. See code of ethics HP-L-GG-01*

#### HARASSMENT

*Harassment of any kind is not allowed at High Protein: Not only is it not allowed, but it will be punished, in any of its forms, such as:*

- **Verbal harassment:** *derogatory comments, jokes or defamation, among others.*
- **Physical harassment:** *unnecessary or offensive contact .*
- **Visual harassment:** *such as the dissemination of degrading or offensive images, cards, calendars, drawings, messages, notes or gestures.*
- **Sexual harassment:** *insinuations, requests for favors, verbal or physical conduct of a sexual nature.*

*Under no circumstances may submission or harassment be used as a basis for employment decisions. If you are harassed by a client, supplier, colleague, supervisor, or any other person associated with the company, you must immediately notify your immediate supervisor .*