

## COMMUNICATION ON PROGRESS (COP)

Period Covered: Ago/2020 To: Ago/2021

### Statement of continued support



November 2020

To our stakeholders:

I am pleased to confirm that Satus Ager S.A. reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to share this information with our stakeholders using our primary channels of communication.

Sincerely yours,



Martin Jarmoluk  
CEO

## HUMAN RIGHTS

### Assessment, Policy and goals

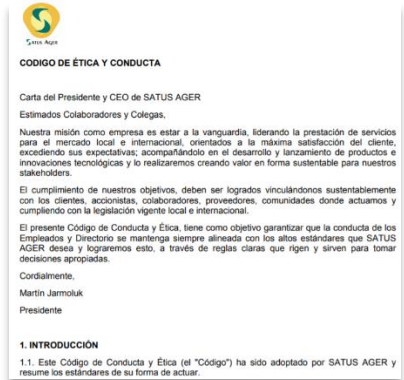
Code of Ethic & Conduct; 3rd parties Code of Conduct

### Implementation:

- We maintain Suggestion boxes per site, e-mail address and a telephone line
- We implemented posters with related information in all sites
- All permanent employees subscribe our Code of Ethics and Conduct
- We give related on boarding material for all employees.

### Measurement of outcomes

- 100% CC & 3rd parties communicated
- 100% people on boarded
- Mobile modules & masks communities donation (covid)
- Medical 1st aid equipments donation to hospitals of nearby communities
- 2 internal volunteer activities with communities executed
- Approved 1 external Audit conducted by clients
- 100% sites compliant with local regulations
- No mayor claims/issues associated



## LABOUR

### Assessment, Policy and goals

Code of Ethic & Conduct; 3rd parties Code of Conduct

### Implementation:

- We maintain Suggestion boxes per site, e-mail address and a telephone line
- We have salaries aligned with unions collective agreements or above the legal framework
- EPPs and Health & Safety trainings, also we have medical services in each site
- We run Job Position's valuation to define the salaries to prevent discrimination

### Measurement of outcomes

- We approved annual external audits from clients, Public Ministries and Unions.
- Accidents and occupational diseases KPI's monitoring in order to prevent them
- Shared our sites (facilities) for Field days to students (Zaballa University)
- 4 medical covid online sessions for employees and families
- 100% sites compliant with local regulations
- No Mayor claims/issues associated



## ENVIRONMENT

### Assessment, Policy and goals

Code of Ethic & Conduct; 3rd parties Code of Conduct

Integrated Management System Policy under development (ISO 9001; 14001; 45001)

2 Global Compact SDG goals chosen for a Long Range Plan (Nº 12 & 13)



### Implementation:

- We developed the Integrated Management System Implementation Plan
- Implemented a Sustainable Development Committee
- Runned an IMS auditor training for all internal auditors
- Implemented waste and consumption KPI's tracking methodology for all sites
- Implemented the anual Internal IMS Audit plan
- Implemented an Oily water separator device for a machinery washing sector
- Soil systematization plan



### Measurement of outcomes

- Approved 4 external ESH client audits
- 100% sites compliant with local regulations
- 400 K USD invested for different Environmental projects
- 7 agchem sprayer services providers Certified (Field BMP certification)
- 100% Sustainable Development Comittee agenda follow up
- 100% LED lighting migration concluded – all sites
- 46% soil systematization over 815has



## ANTI-CORRUPTION

### Assessment, Policy and goals

Code of Ethic & Conduct; 3rd parties Code of Conduct

Anti-corruption Policy; conflicto of interest policy

### Implementation:

- Annual training & 3rd parties communication
- Ethical committee

### Measurement of outcomes

- No Mayor claims/issues associated



#### POLÍTICAS SOBRE CONFLICTOS DE INTERESES

##### 1. PREMISAS

1.1. SATUS AGER S.A. pueden presentarse situaciones privadas del Personal y de sus Familiares Cercanos en condiciones de interferir en el desarrollo de la actividad laboral. Dichas situaciones, a las que se asocia el riesgo de comprometer el cumplimiento de los intereses de las Sociedades anteponiéndose a ellos los intereses personales, pueden presentarse en cualquier nivel organizativo, independientemente de la voluntad de las personas y de la existencia de mala fe.

1.2. La prevención de los conflictos de intereses forma parte del marco general de tutela de los valores de honestidad, ética y transparencia y de los principios de conducta establecidos en las leyes locales y:

\*por el Código de Ética y Conducta de SATUS AGER;



#### POLÍTICA ANTICORRUPCIÓN

##### 1. PREMISAS

1.1. SATUS AGER desarrolla su actividad conforme a los valores y a los principios contenidos en el Código de Ética y Conducta, con la convicción de que la conducción de los negocios no puede prescindir de la ética. Al respecto, SATUS AGER rechaza y condena recurrir a cualquier conducta ilegal o impropia (incluidas las prácticas corruptas en todas sus formas) para el logro de sus objetivos económicos, comprometiéndose a mantener altos estándares de integridad, honestidad y transparencia en todos sus negocios, cumpliendo con las leyes locales y prácticas internacionales.

##### 2. OBJETO

2.1. Esta Política Anticorrupción (en adelante "esta Política" o "la presente Política") brinda un marco sistemático de referencia para SATUS AGER en materia de