

	<b>CORPORATE POLICY OF SUSTAINABLE DEVELOPMENT</b>	<b>CODE</b>	<b>VERSION</b>
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<b>DEVELOPING MANAGEMENT</b>	GERENCIA CORPORATIVA DE COMUNICACIÓN E IMAGEN (CORPORATE COMMUNICATION AND IMAGE MANAGEMENT)		
<b>DEVELOPED BY</b>	<b>REVIEWED BY</b>	<b>APPROVED BY</b>	
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## 1. Background and context

Sustainability is a key concept for business management, because it allows companies to focus their efforts on ensuring that their activities endure over time, acting in harmony with the economic, social and environmental; contributing in the same way to the development of the societies in which they operate, as well as to the protection of the planet in which we all live.

The corporation is aware of the fundamental role that comes with being one of the leaders related to business activity, for which it actively assumes the role as change agent and promoter of the country's progress. Through a model of socially responsible management, it seeks to promote change, creating value and generating positive impacts on all its stakeholders. For this reason, Ferreycorp concentrates all its efforts in building an inclusive and sustainable future.

Ferreycorp (the corporation) has learned that UN General Assembly, in 2015, introduced into the global agenda 17 Sustainable Development Goals (SDGs) with goals to 2030, to eradicate poverty, protect the planet and ensure the prosperity of all its inhabitants, and that with its publication there was a call to action by the business sector, appealing to its knowledge and resources to propose solutions to the main challenges of the planet in terms of sustainable progress, for which it has been organizing its programs around this global agenda. Likewise, the corporation is aligned with the Global Compact, a United Nations declaration that promotes 10 universally accepted principles to promote sustainable development in the areas of human rights and business, labor standards, the environment and the fight against corruption in activities and business strategy of companies.

## 2. Target

This policy aims to establish and disseminate the commitments assumed by the corporation aimed at the creation of economic, social and environmental value. In this sense, define the principles for an adequate management with all the interest groups, of the positive or negative impacts that their interactions could generate, in order to contribute to the sustainability of the business and society as a whole.

This policy constitutes a permanent guide for leaders in the definition of other policies, rules and procedures, as well as for all employees in their daily behavior, seeking to add value to all their stakeholders.

### **3. Scope**

This corporate policy is applicable to all employees of the Ferreycorp corporation, including its parent company, its subsidiaries and its stakeholders.

### **4. Content of the policy**

In this sense, it is important to have initiatives that go hand in hand with strategies that favor economic growth, address a series of social needs (education, health, employment opportunities, among others), fight against climate change and promote protection environment.

Aware of the importance of promoting sustainable development and facing the challenges of the global agenda, through a socially responsible management model, committed to the Sustainable Development Goals and aligned with the principles of the Global Compact, Ferreycorp assumes and declares the following commitments:

#### **➤ Ethical Behavior, Values and Good Corporate Governance**

The corporation bases its behavior on solid values such as integrity, equity, commitment, dedication to service, respect for the person, excellence and teamwork. It is also governed by a corporate Code of Ethics and a set of directives that complement it, and its Principles of Good Corporate Governance, which guide management with all its stakeholders, including good relations with shareholders. Ferreycorp actively fights against corruption by implementing an Anticorruption Compliance System at corporate level, through which risks are identified, improvements are implemented and control processes are put into operation.

#### **➤ Comprehensive wellness for employees and their families**

The collaborators are the fundamental group with which the corporation counts. Having a motivated and committed team is an essential competitive advantage to forge leadership and solidity in all operations. For this reason, the corporation values its effort and ensures that it provides all its employees with optimal working conditions and the necessary incentives for their proper integral development. Ferreycorp is committed to promote and maintain a work environment free of discrimination, where respect for the person is paramount, favoring equal opportunities and gender based on the each employee's advantages. The corporation also recognizes its responsibility to contribute to the development of the collaborators' family environment. Thus, it deploys campaigns to disseminate concepts such as security, nonviolence, nutrition, equity, diversity, care for the environment, responsible voting, and also provides housing loans, education, among others, to achieve this purpose.

#### **➤ Faithful commitment to clients**

Ferreycorp promotes long-term mutually beneficial business relationships with its clients, offering the best integral solutions for its businesses, a varied portfolio of high quality products and services with specialized attention by sectors, in addition to the support of a leading corporation and a tradition of integrity and fairness, with solid values and ethical principles. The corporation recognizes the importance of

the truthfulness of the statements made about its offer of products and services, as well as the protection of the property information of each client.

➤ **Suppliers, our strategic partners**

The corporation seeks to strengthen its value chain through a selection of suppliers based on principles of transparency, fair treatment and mutual growth, fostering good practices among its employees and respect for human rights. Within its capabilities, the corporation deploys practices of "**KNOW YOUR PROVIDER**" and promotes the hiring of suppliers with high ethical standards, labor, safety, environmental care, among others.

➤ **Contribution to the environment**

Every company of the corporation is oriented to carry out an adequate environmental management in its operations, identifying risks and measuring their impacts to develop preventive and corrective actions focused on the protection of the environment, which is reflected in its Integrated Corporate Safety, Health Policy and Environment. The main activities of prevention and correction are linked to the core processes of each business.

Additionally, the corporation makes its employees aware of the importance of caring for the environment, seeking to generate value and ensure that all its activities and processes are carried out efficiently and responsibly. Ferreycorp believes that the dissemination and application of good practices in its operations will then be replicated in the families and homes of its employees.

➤ **Development and growth for the community**

Ferreycorp contributes to the development of communities by providing them, within their capacities, access to opportunities to improve their quality of life. It focuses its actions on several sectors of the community, mainly on issues that it considers key to the progress of the country, such as the education of young people and the development of infrastructure, acting also in situations of emergency and / or need by contributing to different organizations, being able to establish alliances with several entities to maximize efforts.

➤ **Relations with the Government and Society**

Ferreycorp participates actively through its leaders in different forums and business associations, government entities, chambers of commerce and the academic sector, promoting the formation of opinion on issues of public interest, such as Social Responsibility, Free Trade, Foreign Trade, development of the Capital Market, Anti-corruption, Sustainability, among others.

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Developer	Mariella Ferrero Ghislieri	<b>HEAD OF SOCIAL RESPONSIBILITY</b>	Approved - 08/06/2018 08:05
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