



+Ferreycorp

Human Rights Management Ferreycorp - 2025



**Ferreycorp Corporation
considers human
dignity to be a pillar of
its corporate culture.**



Corporate Human Rights Policy

Ferreycorp Corporation declares its commitment to respecting and complying with national and international human rights laws applicable in all jurisdictions where we operate.

Through its Corporate Human Rights Policy, it explicitly recognizes, respects, and guarantees the fundamental human rights of all individuals with whom it interacts.



[SEE CORPORATE POLICY](#) →



The Reference Framework

International Standards

- ✓ **Universal Declaration of Human Rights, United Nations Global Compact, International Covenant on Civil and Political Rights and others.**
- ✓ **ILO Fundamental Conventions:** Freedom of Association, Eradication of Forced and Child Labor, Equal Remuneration, Occupational Safety and Health (OSH), and Elimination of Violence and Harassment.
- ✓ **OECD Guidelines** for Multinational Enterprises.
- ✓ **Sustainable Development Goals** (UN 2030 Agenda).

Peruvian Legislation

- ✓ **National Action Plan** on Business and Human Rights (2021–2025).
- ✓ **Equality, Non-Discrimination, and Disability** Laws.
- ✓ Law on the Prevention and Punishment **of Sexual Harassment.**
- ✓ **OHS Laws, Data Protection, and Environmental** Laws.



Corporate Commitments



A. Decent Work Environment

Fair living wage, eradication of forced and child labor, and freedom of association.



B. Diversity, Inclusion, and Equity

Gender pay equity, a harassment-free environment, and zero discrimination.



C. Occupational Health and Safety

Safe conditions and a preventive "zero accidents" culture.



D. Supply Chain and Customers

Supplier qualification and management, customer rights, data privacy, and emerging technologies.



E. Sustainable Environment

Access to a healthy, clean, and sustainable planet, as well as safe drinking water and sanitation.



Related Policies

Human rights are managed across all areas of the organization. Commitments and expected behavior for employees, suppliers, and all stakeholders are integrated into various regulations and procedures. Some of these include:

- ▶ Corporate Code of Ethics.
- ▶ Corporate Human Rights Policy.
- ▶ Supplier Code of Conduct.
- ▶ Compensation Policy.
- ▶ Diversity, Equity, and Inclusion Policy.
- ▶ Corporate Rule for the Prevention and Punishment of Sexual Harassment.
- ▶ Code of Conduct for Personal Data Processing.
- ▶ Environmental, Sustainability, and Labor Relations Policies.



Diligence Model



Ferreycorp Corporation reinforces its commitment through the implementation of due diligence based on risk management and a prevention model through the following actions:

- Risk mapping and assessment.
- Integration, preventive mitigation, and remediation.
- Monitoring, tracking, and transparent reporting.
- Awareness and training.



Risk Identification and Assessment

Evaluated Topics	Potentially Affected Stakeholders
● Labor rights and working conditions ● Discrimination, bullying, and harassment ● Equal remuneration ● Freedom of association and collective bargaining ● Information security and privacy ● Environmental protection and communities	● Employees and Clients ● Suppliers and contractors ● Society and Local Communities / Indigenous Peoples ● Women and Migrant workers ● Children and adolescents ● Persons with disabilities



Comprehensive risk matrix management

The risk matrix is updated every two (2) years, or immediately in the event of mergers, acquisitions, or major projects, based on the following methodology:

1. Risk identification	2. Groups and type of impact	3. Action plan, controls, and mitigation (residual risk)
Each business-related risk is described in detail, including its probability of occurrence and level of criticality.	The affected vulnerable groups, the type of impact generated, and the human rights linked to each risk are identified.	Specific areas are assigned for management, mitigation tools, and operational controls, and residual risk is calculated.



Risk matrix result

MATRIZ CORPORATIVA DE RIESGOS EN DERECHOS HUMANOS				
SUB PROCESO	DIMENSIÓN / COMPROMISO DE LA POLÍTICA	DERECHOS HUMANOS AFECTADOS	RIESGO	
			N°	DESCRIPCIÓN
Reclutamiento y selección	A. Condiciones laborales, remuneración digna y bienestar	Derecho al Trabajo Digno, Derecho al Descanso.	1	Posibilidad de vulnerar los límites legales de la jornada, no otorgar descansos adecuados o pagar por debajo del salario de bienestar, afectando las condiciones dignas del colaborador.
Reclutamiento y selección	A. Atracción del talento, capacitación y línea de carrera	Derecho al Trabajo Digno, Derecho a la Igualdad de Oportunidades.	2	Posibilidad de aplicar sesgos inconscientes en la selección o no brindar oportunidades de capacitación y desarrollo equitativo, limitando el potencial de los colaboradores.
Reclutamiento y selección	A. Erradicación de la esclavitud moderna y trabajo infantil	Prohibición del Trabajo Forzoso y Trabajo Infantil.	3	Posibilidad de ocurrencia de trabajo forzoso, contratación de menores de edad o trata de personas en las operaciones de la Corporación.
Relaciones Laborales	A. Libertad de asociación, sindicalización y huelga	Derecho a la Libertad de Asociación, Derecho a la Negociación Colectiva y Derecho a Huelga.	4	Posibilidad de incurrir en represalias, prácticas antisindicales o restricciones que impidan la libre afiliación sindical, la negociación colectiva y el ejercicio del derecho a huelga.
Todos	B. Prohibición de la discriminación	Derecho a la Igualdad y No Discriminación.	6	Posibilidad de tratos excluyentes o desigualdad de oportunidades por motivos de raza, género, orientación sexual, religión, discapacidad u otras condiciones.
Centro de Servicios Compartidos	B. Equidad salarial de género	Derecho a la Remuneración Equitativa, No Discriminación.	7	Posibilidad de mantener o generar brechas salariales injustificadas entre personas de distinto género que realizan trabajos de igual valor.
Relaciones Laborales	B. Ambiente libre de acoso, violencia y hostigamiento	Derecho a la Integridad Personal, Derecho a la Salud.	8	Posibilidad de materialización de maltrato verbal, psicológico, físico o abuso de autoridad (acoso laboral) en el entorno de trabajo.
Relaciones Laborales	B. Prevención del hostigamiento sexual laboral	Derecho a la Integridad y Dignidad, Derecho a la Vida.	9	Posibilidad de ocurrencia de hostigamiento sexual, sumado a deficiencias en la investigación, falta de comités paritarios o procesos que revictimicen al afectado.
Relaciones Laborales	C. Condiciones de trabajo seguras y saludables	Derecho a la Salud, Derecho al Trabajo Digno.	10	Posibilidad de operar en entornos laborales que no garanticen la dignidad, higiene o salubridad, vulnerando las políticas corporativas.
Relaciones Laborales	C. Prevención de riesgos laborales	Derecho a la Vida, Derecho a la Salud e Integridad.	11	Posibilidad de accidentes o enfermedades ocupacionales por fallas en la identificación/control de riesgos, incumplimiento normativo o deficiencia en los comités de SST.
Servicios Corporativos y Medio Ambiente	D. Homologación y gestión de proveedores responsables	Derecho al Trabajo Digno, Derecho al Medio Ambiente Sano.	12	Posibilidad de contratar o mantener proveedores que vulneren los derechos humanos, normativas sociolaborales, ambientales o de SST.
Marketing	D. Derechos del cliente, calidad y transparencia	Derechos del Consumidor, Derecho a la Información Veraz.	13	Posibilidad de comercialización engañosa, fallas en la seguridad de los productos o canales de atención ineficientes que vulneren los derechos del consumidor.
Seguridad de la Información	D. Privacidad de datos y tecnologías emergentes	Derecho a la Privacidad, Derecho a la No Discriminación.	14	Posibilidad de exposición de datos personales o adopción de Inteligencia Artificial que genere sesgos algorítmicos discriminatorios o falte a la ciberseguridad.
Servicios Corporativos y Medio Ambiente	E. Medio ambiente sostenible y ecoeficiencia	Derecho a un Medio Ambiente Sano, Derecho a la Salud.	15	Posibilidad de impactos ambientales negativos directos como generación de emisiones (huella de carbono), ineficiencia energética, alta generación de residuos peligrosos, consumo de agua, generación de aguas residuales, afectación al suelo por derrame de hidrocarburos; e impactos ambientales negativos indirectos como afectación a la biodiversidad y otros a lo largo de la cadena de valor.
Servicios Corporativos y Medio Ambiente	E. Gestión del agua y saneamiento	Derecho al Agua Limpia y Saneamiento, Derecho a la Salud.	16	Posibilidad de afectar de manera negativa la disponibilidad cualitativa o cuantitativa de las fuentes hídricas destinadas a poblaciones locales.

Total group reach

The Corporation consolidates its **Corporate Human Rights Risk Matrix**, covering **100% of its companies**.

Key indicators

16 risks comprehensively evaluated.

100% of the risks mitigated by effective controls.



Supplier Due Diligence

+700

Qualified Suppliers by the end of 2025

Qualification Criteria

Potential human rights risks are evaluated periodically, requiring evidence in:

- On-payroll personnel, social security (ESSALUD), and pension fund (AFP/SNP) contributions.
- OSH Management Systems and SCTR.
- Prevention of Sexual Harassment.
- Water efficiency and solid waste management.
- Code of Conduct and CSR Policy.
- Training program.



Evaluated Suppliers

99%

Identified Risks

68%

Adopted Mitigation

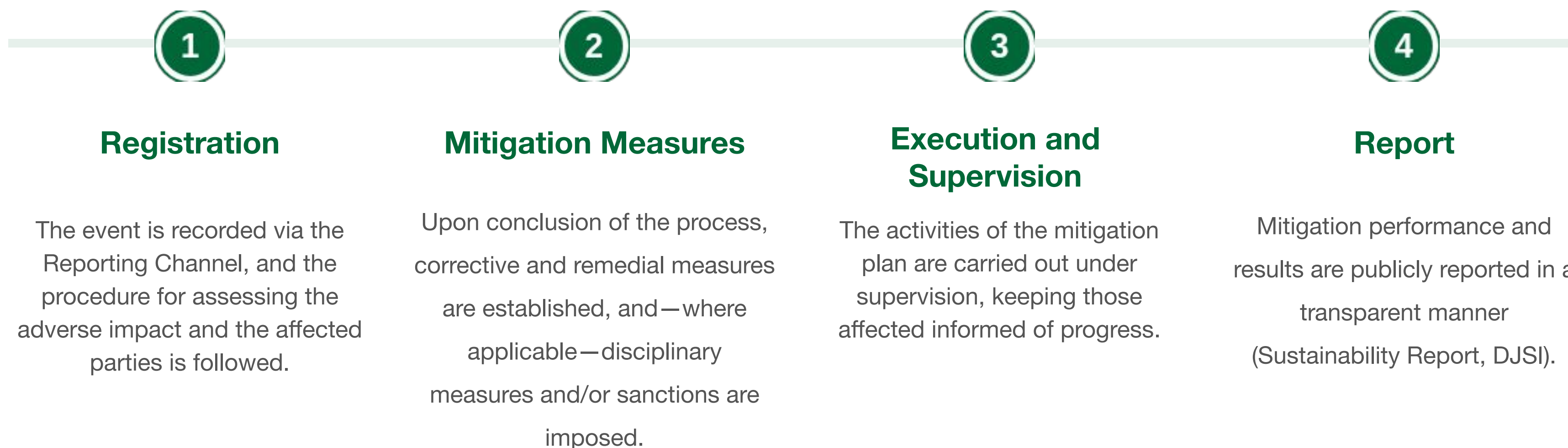
96%

Suppliers: Over the past three years, through the comprehensive qualification process, the Corporation evaluated 99% of its suppliers; risks were identified in 68% of them, and as a result, 96% were mitigated.



Mitigation and Remediation Plans

Upon confirmation of adverse impacts caused by or to which the Corporation has contributed, the following legitimate and fair action plan is executed:





Performance and Mitigation

Proven Effectiveness

Out of all sites with implemented mitigation plans—specifically, **more than 90 locations nationwide and internationally** across Ferreycorp Corporation (including subsidiaries)—**fourteen (14) adverse human rights situations occurred, all of which were managed in a timely manner.**

14

Occurred Adverse Situations



Training and a culture of prevention



Prevention and Punishment of Sexual Harassment

Prevention, identification, and reporting of workplace harassment.

7,702 employees



Annual Course on Corporate Compliance System 2025

Training on the Corporate Code of Ethics

7,806 employees



Cybersecurity Course 2025

Identification of cyber threats and strengthening of digital security.

7,845 employees



Environmental Management Course 2025

Environmental strategy, best practices, and sustainability objectives.

7,582 employees



Data Protection Course 2025

Processing of personal data and update on the new regulations.

7,153 employees



Whistleblowing Channel

Access Points

Managed and administered internally by the Corporate Ethics and Compliance Officer.

- ▶ **Website:** [Link "Reporting Channel \(o Whistleblowing Channel\)"](#)
- ▶ **Email:** canaldedenuncias@ferreycorp.com.pe
- ▶ **Phone :** +511 626-4110 or +51 981-970-638
- ▶ **Physical Mailbox:** Jr. Cristóbal de Peralta Norte 820, Santiago de Surco, Lima.
- ▶ **In-Person Interview.**

What Can Be Reported?

- ▶ Human rights-related offenses.
- ▶ Sexual harassment in the workplace.
- ▶ Conflicts of interest.
- ▶ Non-compliance with policies or procedures.
- ▶ Non-compliance with legal obligations.
- ▶ Others.

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UNIMAQ CAT Rental

Orvisa CAT

GENTRAC CAT

GENERAL DE EQUIPOS CAT

 Ferenergy +
UNA EMPRESA FERREYCORP Y SOENERGY

SOLTRAK +

TREX +

MOTORED +

FORBIS LOGISTICS +

FARGO LINE +

VIXORA +