


Sustainability Policy			Document L0001001-6	
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1. **Purpose:** To establish the general guidelines for the commitment to sustainable development and responsible sourcing.

2. **Scope:** This applies to the companies of the SID Group (MercaSID and Induspalma Dominicana), internal or external parties, employees, contractors, direct and indirect suppliers, clients, consumers, community, NGOs, government or other interested parties related to the SID Group's Sustainability Policy and the SID Group's Code of Ethics that are part of the entire palm oil supply-chain from MercaSID and Induspalma.

3. **Content:** The commitments outlined below guide and underpin our behavior regarding sustainable development. They form part of our framework for setting objectives and goals that actively contribute to social well-being, environmental balance, and economic progress. We guarantee compliance with all applicable laws and regulations governing our business activities. We are committed to the 10 principles of the United Nations Global Compact.¹, in the areas of human and labor rights, environment and the fight against corruption, as well as the fundamental convention of the International Labour Organization (ILO)²and the United Nations Guiding Principles on Business and Human Rights (UNGPs)³.


1. Adopt practices based on ethical, transparent, honest work and mutual trust with stakeholders, respecting fair conduct in business and prohibiting all forms of corruption, bribery and fraudulent use of funds and resources.
2. Respecting, promoting and protecting the human rights of workers, contractors, suppliers, affected communities and human rights defenders, the organization prohibits negative actions against affected stakeholders including human rights defenders, whistleblowers and/or community spokespeople who file complaints with the organization, promoting effective equality of opportunity.
3. Respect the protection of children by prohibiting the hiring of child labor, forced labor and human trafficking, since child labor affects the physical and emotional development of children, they can develop chronic illnesses and diseases or malnutrition due to being exposed to long working hours, heavy loads, dangerous substances, or being victims of abuse by adults.
4. Adopt remediation practices applicable to child labor, forced labor and human trafficking when cases arise, as well as other human rights violations.
5. Respect and promote equal opportunities, and vigorously combat harassment (including threats), sexual harassment, abuse, violence) and any form of discrimination based on race, caste, nationality, religion, disability, gender, sexual orientation, marital status, family responsibilities, age, hierarchy, among others; that violate good customs or endanger the physical and moral integrity of collaborators, suppliers, clients, visitors, neighbors or other interested parties.
6. We respect the rights of our employees to join or become part of trade unions and to negotiate collective bargaining agreements. Allowing the workers they should organize themselves and create spaces for dialogue with management, where respect, tolerance, and the ongoing pursuit of a work environment conducive to achieving the organization's economic and social objectives must prevail. Violence is not used, nor is any type of abuse instigated, including the use of mercenaries or paramilitaries in company operations.

¹As defined by the United Nations, link<https://www.unglobalcompact.org/what-is-gc/mission/principles>

²According to the International Labour Organization (ILO),

link<https://www.ilo.org/global/standards/introduction-to-international-labour-standards/conventions-and-recommendations/lang-es/index.html>

³As defined by the United Nations, link<https://www.business-humanrights.org/es/big-issues/un-guiding-principles-on-business-human-rights/>


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7. We are committed to protecting human rights defenders when they report incidents or complaints, without risk of retaliation or intimidation from any person, entity or organization that has exercised their rights.
8. To compensate employees competitively in relation to the industry, to comply with all applicable local laws governing the payment of wages and benefits to employees, and to ensure that working hours comply with such national laws and industry benchmark standards.
9. To safeguard, in the most practical way possible, the well-being of those who work, visit and live near our operations centers, as well as to prevent losses due to accidents related to people, structures and materials.
10. Comply with legal requirements and other commitments that the organization subscribes to.
11. Prevent the negative impacts that our environmental aspects may generate, especially atmospheric emissions of greenhouse gases, wastewater, solid waste, hazardous substances, noise, consumption of natural resources, burning practices and possible accidental spills.
12. To promote the sustainable use of resources, the proper management of water resources, the protection of biodiversity and protected areas, as well as to contribute to the fight against climate change, promoting respect for the natural environment, preventing illegal land clearing and deforestation.
13. Continuously improve the organization's practices in relation to environmental, social, operational, occupational health and safety management, and economic and financial viability.
14. Respect the legal and customary land rights, as well as the rights to free, prior and informed consent (FPIC) and the cultural values of local communities and indigenous peoples.
15. Prevent conversions of high carbon stock (HCS) forests⁴, of high conservation value (HCV) areas⁵New developments in peatlands, including best practices from existing peatlands⁶and steep slopes or slopes greater than 12% on marginal or fragile soils. The conversion of forests or peatlands will not be permitted after the 2015 conversion cut-off date.
16. Promote the inclusion of small producers and good agricultural practices in the supply chain.
17. Respecting women's reproductive rights, maternal health, and safety, no minor, pregnant or breastfeeding woman, or person with medical restrictions may perform tasks involving the handling, application, or direct exposure to hazardous chemicals.
18. Hunting, fishing, and logging are strictly prohibited on the properties; the use of fire for land preparation for new plantations, development and/or replanting, waste disposal, and pest or disease control is prohibited, except in exceptional circumstances; as is the introduction of species included in the Global Database on Invasive Species, the CABI Digital Library, or national regulations. We are committed to achieving 100% deforestation-free volumes of palm oil and its derivatives for domestic operations by 2030.
19. Adopt non-discriminatory practices in any of its forms applicable to recruitment, hiring, scope of work, remuneration and benefits, access to training, promotions, facilities and work equipment.

⁴As defined by the HCS approach, link<http://highcarbonstock.org/>

⁵As defined by the HCV resource network, link<https://hcvnetwork.org/>

⁶Exceptions may be granted in circumstances involving reforestation and remediation efforts or tall forest regions governed by a sustainable land use plan that has been developed and agreed upon through a multi-stakeholder process.

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20. Direct disposal of waste into waterways or other ecosystems is prohibited.