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Responsible business management

We aim to achieve sustainable and scalable growth. We build our future from solid roots, based on commitment and transparency as essential pillars for the responsible management of our business.

Ethics and Transparency

Our **Code of Ethics** establishes the guidelines required for contributing to business objectives and goals based on transparency and integrity principles and standards. The Code is applicable to all associates in all countries and at all position levels and includes service providers, suppliers and customers.

During 2020, we updated the Code of Ethics, adding, for example, our company values, and we started to include it as an annex to the agreements entered with customers.



To make anonymous reports:

0800 888 7264

codigodeetica@sanmiguelglobal.com

Risk Management

Our global risk management and monitoring model allows optimizing processes and preparing for potential challenges and contingencies in the different dimensions of our business.

In 2020, we designed **Business Continuity Plans** aimed at preparing for any of the most critical risks for business sustainability and mitigating their determinants.

Climate Change Management Strategies

We deployed strategies to mitigate the short and long term impact of climate fluctuations on agriculture production, harvest yield and business sustainability.

MULCHING

- Organic, ecological, synthetic and plastic.
- Reduces root temperature by the effect of direct radiation.
- Maintains soil moisture, making the use of irrigation water more efficient.

NETTING

- Reduces the effect of wind and sun.
- Reduces temperature stress.

+20% shade

- 6°C for heat

+3°C for cold

Respecting and Promoting Human Rights

We are firmly committed to respecting and promoting human rights with all our stakeholders. Given the challenges and nature of our industry, we put special focus on the right to life, health, food, water and the caring for the ecosystem, in addition to the right to work, diversity and the fight against child labor.

This is our Commitment



We say **no to child labor**



We ensure **freedom of association**



We care **for health**



We encourage **access to education**



We promote the **freedom to choose a decent job**



We promote **access to decent housing**



We promote **diversity and respect for differences**



We **preserve the environment**

In case of any human rights violation, our employees have an anonymous reporting channel available
codigodeetica@sanmiguelglobal.com o 0800 888 7264