



# HUMAN RIGHTS POLICY



DECEMBER  
2017



## | HUMAN RIGHTS POLICY



This *Policy*, which is aligned with the Ethical Management System of Grupo Cooperativo Cajamar, reflects the Group's commitment to Human Rights, clarifying its institutional position and setting out the general principles and guidelines that allow for the proactive development of clear and effective rules, procedures, and/or controls in this **respect, related to the protection and promotion** of human rights within the Group and in its relationships with various stakeholders.

Therefore, the proposed objective can be subdivided into three complementary sub-objectives.



### Respect

Grupo Cooperativo Cajamar pledges not to violate human rights anywhere within the organisation and in its sphere of influence.



### Protection

Grupo Cooperativo Cajamar pledges to consider human rights as something to be actively protected, generating effective control mechanisms that guarantee and / or promote their preservation within its sphere of influence.

### Promotion

Grupo Cooperativo Cajamar is committed to actively promoting the defence of human rights within its sphere of influence through training, information, education and awareness-raising.



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The present *Human Rights Policy* of Grupo Cooperativo Cajamar is based on major internationally recognised standards, agreements and protocols. Fundamentally:

- *The United Nations International Bill of Human Rights*, formed by the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, and the International Covenant on Economic, Social and Cultural Rights.
- *The Declaration of the International Labour Organization on Fundamental Principles and Rights Associated with Work*.
- *The United Nations Guiding Principles on Business and Human Rights*.
- *OECD Guidelines for Multinational Enterprises*.
- *The United Nations Principles for the Empowerment of Women*.
- *The Ten principles of the United Nations Global Compact*, to which the Group subscribes.

Similarly, the Group's Human Rights Policy is aligned with the Code of Conduct, the Code of Ethics and Good Practices of Suppliers, Collaborators and Subcontractors; as well as with the rest of its codes, policies, measures and instruments of corporate social responsibility.

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### PRINCIPLES AND COMMITMENTS OF GRUPO COOPERATIVO CAJAMAR'S HUMAN RIGHTS POLICY

Grupo Cooperativo Cajamar understands that human dignity involves three principles: the principle of freedom, the principle of equality and the principle of living fully. On the basis of these principles, the Entity expressly makes the following commitments:

#### Principle of freedom

→ **Commitment 1.**

Grupo Cooperativo Cajamar specifically rejects forced or coercive labour, child labour and exploitation, and degrading labour.

→ **Commitment 2.**

Grupo Cooperativo Cajamar respects freedom of opinion and religion, as well as the right of association and the right to collective bargaining. It also respects the right to active participation in the community in any of its manifestations.

#### Principle of equality

→ **Commitment 3.**

Grupo Cooperativo Cajamar rejects any form of discrimination of any kind, including on the grounds of sex, race, age, religion, origin, opinion, marital status or social status, promoting equal opportunities and the general criterion of merit and capacity.

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### Principle of living fully

→ **Commitment 4.**

Grupo Cooperativo Cajamar is committed to guaranteeing and/or promoting training as an instrument to improve competitiveness and efficiency, but also as an instrument for personal development.

→ **Commitment 5.**

Grupo Cooperativo Cajamar is committed to guaranteeing and/or promoting decent work, with contractual and social guarantees. Likewise, it pledges to guarantee and / or promote remuneration and adequate working hours which conform to the law. In addition, it undertakes to guarantee and/or promote working conditions oriented towards the management of diversity and knowledge, as well as achieving a good work/life balance.

→ **Commitment 6.**

Grupo Cooperativo Cajamar is committed to guaranteeing and / or promoting the safety of people in all its areas, as well as the principles of a healthy life. Explicitly in this area, and given the strategic nature of the agri-food sector in its business model, the Group is committed to promoting food quality and security, equity in production chains, food sovereignty and sustainable production processes in agri-food production.

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### → **Commitment 7.**

Grupo Cooperativo Cajamar recognises people's right to enjoy the natural environment and its biodiversity. For this reason, it is committed to promoting a sustainable business model in economic, social and environmental terms, aware of how these areas are interrelated.

### → **Commitment 8.**

Grupo Cooperativo Cajamar is committed to preserving and promoting the lifestyles of rural and local communities as instruments that help to enhance people's quality of life and preserve the natural environment.

### **SCOPE OF APPLICATION**

The *Grupo Cooperativo Cajamar Human Rights Policy* and its development within the organisation affect all the Group's activities and its relationships with stakeholders, regardless of their nature, who they affect and where they occur. In addition, the Group will transfer the implementation of this Policy for the protection and respect of human rights to its subsidiaries over which it has control, and promote it within holdings over which it does not have control and over those that are part of its supply chain.

All employees, managers and Board members of Grupo Cooperativo Cajamar will be responsible for understanding this policy and, within the scope of their professional remit and skill set, for its application in a homogeneous and effective way.

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### RESPONSIBLE BODY

Given its relevance and cross-cutting nature, the Board of Directors of Banco de Crédito Cooperativo will be responsible for approving the *Grupo Cooperativo Cajamar Human Rights Policy*, ensuring that the necessary mechanisms are in place for the respect, protection and promotion of human rights.

Almeria, 19 December 2017





**GRUPO  
COOPERATIVO  
CAJAMAR**