



Welcome at Gastaldi's

Conduct and Ethic Code

Gastaldi

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In an increasingly globalized and competitive world, business ethics and social responsibility have become fundamental pillars for organizations that aspire to be leaders in their industries. This Gastaldi Hnos. Code of Conduct establishes the principles and standards that will guide the behavior of all those who are part of our value chain, including collaborators, suppliers and customers.

This document is more than a simple set of rules; it is a statement of our commitment to integrity, respect for human rights and environmental protection.

Through this Code, we seek to ensure that our operations not only comply with applicable laws and regulations, but also reflect the highest ethical standards in every aspect of our business activities.

The Code ranges from adherence to international human rights and labor laws to the implementation of environmental sustainability practices that contribute to climate change mitigation. It also stresses the importance of transparency, the prohibition of all forms of corruption, and the promotion of fair and safe working conditions for all employees.

This document also establishes a clear framework for the relationship with our business partners, requiring compliance with the principles defined here and providing channels for reporting any non-compliance. In this way, we ensure that each link in our value chain operates under the same standards of responsibility and ethics that we demand within our own organization.

We invite everyone involved to familiarize themselves with this Code and to integrate it into their daily practices. Only through rigorous compliance with these guidelines will we be able to maintain the trust of our customers, the loyalty of our employees, and the respect of the communities in which we operate. This collective commitment will enable us not only to achieve our business goals, but also to contribute positively to the sustainable development of society as a whole.

1. Introducción

2. Scope

The following Code applies to:



Gastaldi permanent or temporary collaborators



Suppliers



Clients

3. References

The following Code applies to:



UN Universal Declaration of Human Rights



Core Conventions of the International Labor Organization



Principles of the UN Global Compact and the Sustainable Development Goals (SDGs)



Paris Climate Agreement



Base Code - Ethical Trading Initiative (ETI)

4. Bussines Ethics

4. Bussines Ethics

4.1 Law Enforcement

We adhere to all applicable laws, regulations and securities standards of all countries and cultural areas in which we operate. This includes, among others, anti-corruption, anti-money laundering, antitrust and competition laws, as well as national and international trade, tax and customs legislation. We ensure that all the products we supply comply with the legal requirements of the countries in which we operate.

4.2 Product Quality & Safety

Food safety and the quality of our products are a top priority. To this end, we evaluate suppliers based on their ability to provide safe products and meet legal and quality standards.

We also have professional quality policies and programs based on sound scientific principles, practical operating procedures, employee training, and supplier and customer support. The products marketed meet or exceed legal and industry standards for consumer health and safety.

4.3 Bussines Inegrity, Corruption & Leal Competition

- We avoid actual or potential conflicts of interest. We do not enter into relationships with customers, suppliers or competitors that may undermine the work criteria implemented in the Company.
- We conduct business in compliance with applicable antitrust and competition laws. We do not engage in any illegal practices, including, but not limited to, price fixing, market sharing and division, exchange of confidential and commercially sensitive information or agreement to limit sales or production for the purpose of restricting or deferring the free market.
- We strictly maintain the confidentiality of commercial, operational or technical information related to our business. Personal information, such as that of customers and collaborators, is processed and stored in accordance with data privacy regulations.



5. Respect of Human Rights

5. Respeto de los Derechos Humanos

5.1 Compliance with International Human Rights

We respect international human rights based on UN Conventions and ILO (International Labor Organization) core labor standards and respect the minimum criteria set out in the ETI (Ethical Trading Initiative) Base Code. We expect decent and fair working conditions from our suppliers and customers, both at their own facilities and at those of their suppliers and subcontractors.

5.2 Child Labor & Protection of Minors

All forms of child labor are prohibited. We do not permit any illegal work involving children under the age of 15 (or 14, where national laws permit) in accordance with ILO Convention 138. Where children are found to be working, the supplier shall take steps to remedy the situation and allow the children to attend school. Young employees under the age of 18 may not work at night or in hazardous conditions.

5.3 Exclusion of Forced Labor & Disciplinary Measures

We prohibit any form of forced or compulsory labor or any other form of

unlawful disciplinary actions. Employees or our suppliers, without exception, shall work on the basis of clear, documented and freely agreed working conditions. A job must be started on a voluntary basis and may be left with reasonable notice. Employees are not required to present deposit payments or their identity documents. Verbal abuse or the use of physical punishment, sexual harassment or physical or mental coercion is strictly prohibited.

5.4 Discrimination Prohibition

All employees have the right to equal treatment and opportunities. We prohibit any discrimination based on gender, age, religion, belief, race, caste, social origin, disability, ethnic and national origin, membership of workers' organizations, including trade unions, political affiliation, sexual orientation or any comparable circumstance, for example in hiring, remuneration, access to training, promotion, dismissal or retirement.

5.5 Local Community Rights

We respect the rights to land, water and forest resources. We prohibit eviction and illegal expropriation.





6. Labor Conditions

6. Labor Conditions

6.1 Salary & Working Hours

Wages paid at least meet legal requirements or industry benchmark standards. Wages are sufficient to meet basic needs and provide some discretionary income. In determining the level of minimum wages, consideration is given to the needs of employees and their families, the general level of wages in the country, the cost of living, social security benefits, and the relative living standards of other social groups.

Wages are contractually fixed and paid on time, regularly, and in full. Employers receive written and understandable information on working conditions and wages prior to employment. Wage deductions may not be made that are not required by law.

Working hours comply with national laws and industry standards, and the most protective provision for employees is applied to promise better conditions. In any case, ILO core labor standards must be complied with: the regular weekly working week may not exceed 48 hours. Overtime may only be voluntary and may not exceed 12 hours per week. Overtime must be remunerated with an overtime allowance. The worker is granted at least one day off for six consecutive working days.

6.2 Freedom of Association & Right to Collective Bargaining

The right of workers to form or join organizations of their own choosing and to engage in collective bargaining is respected. In cases where this right is restricted by law, alternative means of grouping workers for collective bargaining purposes shall be provided.

6.3 Health & Occupational Safety

Health and safety in the workplace is ensured. This involves compliance with applicable laws and requirements, particularly with regard to work equipment, fire safety and emergency care. Regulations and procedures to ensure occupational health and safety are introduced and communicated to employees to prevent accidents and injuries at work.



7. Environment Protection

7. Environment Protection

We are committed to protecting the environment and limiting our impact along the value chain on soil, water and air. This involves taking a proactive approach to reducing the environmental footprint of operations, products and services, including reducing emissions, conserving resources and preventing pollution. We expect our suppliers to set similar environmental standards in their own value chain as well.

7.1 Preventive Measures & Awareness

Environmental protection is ensured through preventive measures and the use of environmentally friendly practices. All applicable environmental laws and regulations are complied with. All necessary permits, registrations, licenses and information on any restrictions are available. Environmental awareness of employees is promoted. Resource management, air and noise emissions, as well as waste management procedures are in line with minimum regulatory requirements and in the process of continuous improvement.

7.2 Climate Protection

Appropriate measures are taken to minimize the impact of activities on the climate, considering the actions of the Company and the entire supply chain. This includes emissions from

changes in land use and land management, as well as emissions at the Enterprise level, for example, those related to energy use in production, logistics and transportation.

By reducing greenhouse gas emissions, it contributes to achieving the Paris Agreement goals of limiting global warming to 1.5° above pre-industrial levels.

7.3 Energetic Eficency

Energy consumption shall be monitored and documented. Cost-effective solutions shall be sought to improve energy efficiency and minimize energy consumption.

7.4 Water & Waste Management

Waste generation is controlled, reduced and disposed of or recycled responsibly. Whenever possible, the circular economy is promoted. Hazardous waste is stored, transported and disposed of using special processes that ensure the safety of people and the environment. Water discharge is properly managed.

7.5 Biodiversity & Deforestation

Avoiding deforestation and conversion of land classified as critical habitat leading to loss of high biodiversity value and high GHG emissions.



7. Protección ambiental

7.5 Biodiversity & Deforestation

In addition, areas near the facilities that have a high or relevant impact on biodiversity should be identified.

The impact of land transformation on natural habitats and biodiversity is minimized. We support the phasing out of “extremely hazardous” and “highly hazardous” phytosanitary substances as defined by the World Health Organization (WHO), as well as minimizing the use of agrochemicals and fertilizers in general.

7.6 Animal Welfare

All national and international animal welfare laws and regulations are respected. Measures must be taken to minimize any negative impact on the welfare of livestock and working animals.



8. Compliance with the Code of Conduct

All Gastaldi suppliers and customers must ensure that the principles set forth in this Code of Conduct are complied with and ensure that their employees are informed of the contents of this Code and/or applicable laws in a manner that is accessible and understandable to them.

Gastaldi Hnos. may request appropriate evidence of compliance. Documentation may take the form of self-declarations, digital meetings and/or inspections of working conditions at production sites.

9. Complaint Portal

In the event that you become aware of an incident or suspect violations of laws, regulations or important aspects of our Code of Conduct within the Gastaldi Hnos. value chain but are unable to provide this information to a direct contact person within the Company, you may use the whistleblower channel to report the incident.



gastaldihnos.com.ar/denuncias/

10. Sworn Declaration of Supplier / Client

I hereby CONFIRM that:



- ✓ We have received and taken due note of the Gastaldi Hnos. supplier Code of Conduct.
- ✓ We are familiar with all relevant laws and regulations of the country or countries in which our Company operates.
- ✓ We will inform Gastaldi Bros. in the event of any conflict between the provisions of the Supplier Code of Conduct and the laws or regulations applicable in our countries of operation.
- ✓ We will observe and comply with the Supplier Code of Conduct.
- ✓ We are aware that Gastaldi reserves the right to terminate the active business contract in the event of human rights and/or environmental non-compliance with the Gastaldi Bros. labor and human rights policy and/or the Gastaldi environmental policy.
- ✓ We will communicate, as appropriate, to our collaborators, agents and subcontractors the terms of the Supplier Code of Conduct and ensure that they comply with the provisions set forth.
- ✓ We will provide, upon Gastaldi Hnos. request, relevant documentation supporting our compliance with the provisions of the Supplier Code.

10. Sworn Declaration of Supplier / Client

I hereby CONFIRM that:



Signature:



Clarification:



Position:



Company Name:



Adress:

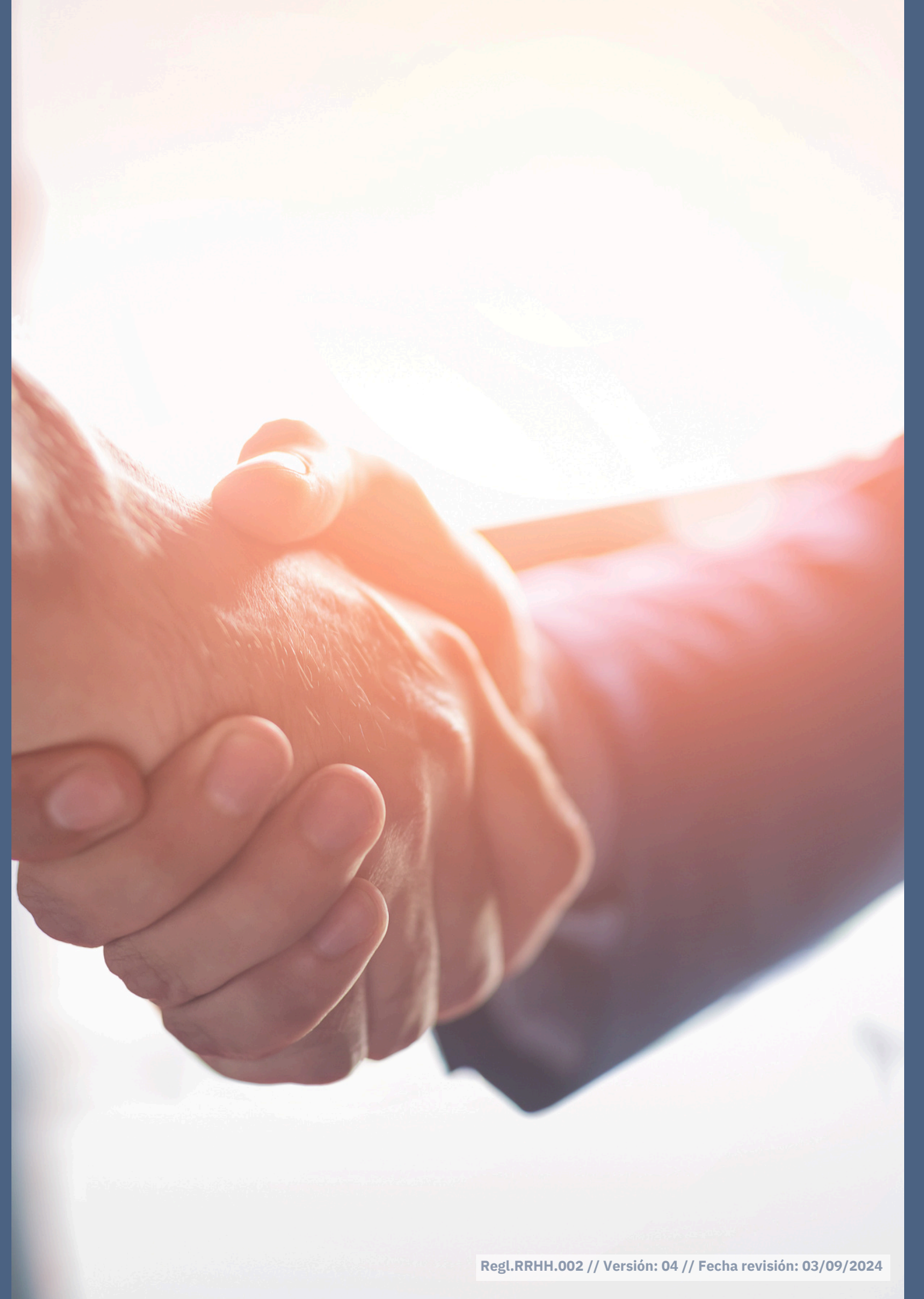


Date:

Conduct and Ethic
Code



www.gastaldihnos.com.ar



 Belgrano 42, X5923AGB Gral. Deheza, Córdoba, Argentina

