

## **SOCIAL RESPONSIBILITY AND FAMILY WELL-BEING POLICY**

At **BCR SUPPLY COLOMBIA SAS.**, is committed to the comprehensive development, family well-being and our workers lifestyle, complying with national legislation, applicable labor and social security rights, as well as voluntarily acquired obligations including the principles and guidelines established in the SA8000 Standard.

In our operations as well as in our relationships with suppliers, contractors and the local work community, compliance with national and international legislation on child labor, forced labor, health and safety at work, freedom of association and the right to association freedom is considered essential. Collective bargaining, discrimination, disciplinary measures, work hours and remuneration.

We are committed to continuous improvement, as well as promotion in the application of this policy and in generating factors that drive the social and economic advancement of both our workforce and their families, the local community in which we carry out our work, since they are the key protective environments actors and main social transformation agents.

**BCR SUPPLY COLOMBIA SAS**, as environmental sustainability guidelines part, has the "Green Marketing" strategy as its organizational culture in terms of promotion and our interest groups strengthening. The actions that demonstrate our social commitment are focused on education, the environment, job creation and support for local management. Different activities are developed with the local community, in order to respond to their expectations and needs, and stimulate coordination, participation and social organization.

**BCR SUPPLY COLOMBIA SAS**, in accordance with its Corporate Social Responsibility Commitment, will plan, manage, and promote what is established in Law 1857 of 2017 and Law 50 of 1990, all in order to ensure fair and safe working conditions for our workers.

**BCR SUPPLY COLOMBIA SAS** will recognize the service time of all its employees through s encouragements or incentives, with the purpose of raising the efficiency levels, satisfaction, development, and well-being that will be designed and/or created by each department.

These guidelines make up our Social Responsibility and Family Welfare Policy, which are applied through a comprehensive management system that includes the company's efforts.

For committing our suppliers and contractors to comply with these requirements within their organizations and operations.



Marielba Contreras  
General Manager