



ETHIC'S CODE

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1. Introduction:

Primore S.R.L. recognizes the importance of ethics in both social and environmental matters and is ready to apply the following code of conduct throughout the company in all areas and segments. The main objective of the Code of Ethics is to inculcate in all Primore employees the ability to share and develop behaviours that foster sustainable growth by promoting respect for diversity and developing a true culture of integrity.

2. Addressees and circulation of the Code:

Primore S.R.L. applies the following principles throughout all the company and these are of public knowledge for all our employees, suppliers and customers. The Code was written both in Spanish and in English in order to be comprehensible and understood by everyone.

In order to make public our Ethic Code to all the addressees, we published them in our website. In addition, we send them to our main suppliers and customers by email to be sure that they are aware of our policy of practises. In the case of our workers, we distributed the Code in our office.

3. General Ethic Principles:

Everyone associated with Primore S.R.L. undertake to comply with applicable laws, regulations, rules and legal provisions, both national and international.

Below we will present the pillars that we consider essential for the operation of a company:

3.1 Integrity and transparency: Integrity and transparency, as well as loyalty, honesty and professionalism are the fundamental principles for the trajectory of a company and the proper development and operation of a business. These must be aligned with the rules of the game and with fair competition, thus understanding that honesty and conduct in accordance with the law are the way to be successful in the long term, based on trust with clients, colleagues and the community.

3.2 Sustainability and shared value: The ethical principles of equality and respect, protection of the individual, conservation of the environment and sustainability are essential elements for the proper functioning of a company, thus being essential for the creation of a shared value of the firm.

3.3 Respect of Human Rights: Primore is committed to respect Human Rights and it is committed to prevent violations of any kind of Human Rights, both in its organization and of its suppliers. Discrimination, harassment, forced labour or child labour will not be tolerated.

3.4 Diversity and equal opportunities: Our Company is committed to believing in and respecting the personality and individuality of each person who works here and we consider it essential for creating a good workspace, based on loyalty and trust.

3.5 Protection of company assets: Primore safeguards your assets and the know-how of our business. Because of this, our employees are expected to properly use these values and are asked to help protect them to maintain their integrity.

Under all these principles, Primore is committed to working and encourages all its clients, suppliers, assistants, independents and contractors to adopt them as theirs as well.

4. Human Resources:

4.1 Freedom of Association and Collective Bargaining: That our workers can exercise freely, without any distinction, the right to unionize, promote and defend their interests and bargain collectively, protecting them against any discriminatory action or other form of discrimination related to the exercise of the right to unionize, carry out union activities and bargain collectively.

4.2 Forced or compulsory labour: It is prohibited in all its forms.

4.3 Child labour: Work for underage Children is prohibited, in any case, directly or indirectly. The minimum age will be what the legislation of our country allows.

4.4 Discrimination: We ensure equality of opportunity and treatment with respect to employment and occupation without any discrimination based on race, colour, sex, religion, political opinion, national or social origin or any other reason that may be recognized in the legislation of the country. We will take all appropriate steps to prevent gender discrimination or other discriminatory employment practices in, among other things, hiring, promotion, training, compensation and benefits.

4.5 Wages, hours of work and other working conditions: We ensure that wages are paid in legal tender, at regular intervals of no more than one month, in full and directly to the workers concerned. We keep a proper record of those payments. Salaries, hours and other working conditions comply with all the regulations dictated in the country.

4.6 Health and safe work: We ensure that workplaces, machinery, equipment and processes under our control are safe and do not present health risks; when necessary, suitable protective clothing and equipment shall be provided in order to prevent, as far as reasonably practicable, the risk of accidents or adverse effects on health. We ensure measures to prevent accidents or injuries. Our workers receive training on health and incident prevention. The company provides access to drinking water, clean toilets and basic meals.

5. Human Rights:

We promote and respect the protection of human rights internationally proclaimed and we make sure that we are not complicit in abuses against them.

5.1 Harassment and rough or inhumane treatment: We maintain an environment in which all employees are treated with dignity and respect. In addition, they will not use or participate in threats of violence, verbal harassment or assault, psychological harassment or abuse, or sexual exploitation or abuse, nor will they allow others we have hired resort to them or take part in them. Sexual exploitation and abuse constitute a violation of universally recognized international legal norms and principles.

6. Environmental aspects:

We have an effective environmental policy and we comply with current environmental protection laws and regulations. To the extent possible, we are committed to taking a precautionary approach to the environment, undertaking initiatives to promote increased environmental responsibility, and fostering the diffusion of environmentally friendly technologies that set up good practices throughout their useful life.

6.1 Residual water and solid waste: In our facilities, no water or liquids are used for the process of the merchandise, and since they are not used, we do not have to monitor the wastewater. Regarding solid waste, we try to recycle and reuse 100% of the waste that we generated, if this is not possible, we delivered it to a government entity that is responsible for recycling it.

6.2 Atmospheric emissions: Regarding atmospheric emissions, Primore only uses state network electricity for the operation of its facilities. The only atmospheric emissions are due to the dust generated by the processing of the goods; cyclones capture this dust not allowing this dust to escape.

7. Relationship with clients, suppliers and competitors:

Primore's external relations must be in accordance with the ethical principles of loyalty, efficiency and professionalism. Respect for the other and equal opportunities for all are the premises that we have as a standard.

7.1 Clients: we try to give the customer the best possible product, taking into account their requirements and understanding what the product provided by Primore is going to be used for. It also seeks to offer the best customer service to have a long and fruitful relationship with them.

7.2 Suppliers: Primore considers suppliers as strategic business partners and seeks to maintain relationships with them over time, trying to make them grow with us so that they can provide us with better products every year. Our company not only chooses its suppliers for the quality or price of the products they deliver to us, but also for the essence of the company with which we have a relationship. Their values, history and behaviour are fundamental aspects to be able to have a good, fruitful and long-term business relationship.

7.3 Competitors: Primore is known for having a good relationship with all its competitors, forming part of CLERA (Argentinian chamber of pulses) and GPC (Global Pulses Confederation), and actively interacts with them.

8. Complaints mechanism:

Primore has a total engaged with the ethical business and wants to provide a comfort and secure workspace for their workers. Therefore, it has a confidential channel for complaints so that any employee can express them in a private manner and without any retaliation. The channel is an e-mail box: denuncias@primore.com.ar and it is open to make the following complaints:

- Abuse
- Bullying
- Child labour

- Discrimination
- Labour persecution
- Labour inequality

The Primore Ethics Committee reviews this channel daily. The committee is made of the shareholders of the company and its representatives.

9. Ethical Conduct:

Primore is committed to having an exemplary attitude in ethical and moral aspects, thus respecting both local and international legislation, refraining from any type of practice considered to be corruption, including extortion, fraud and bribery. These attitudes will be reflected in all areas of application, as well as their relationships with customers, suppliers, workers and government entities.