

SOCIAL RESPONSIBILITY POLICY

In AGPOGRAF we commit to carry out our activity supporting and respecting the Universal Declaration of Human Rights, the Fundamental Conventions of the OIT, as defined in the Declaration of the OIT relative to the Fundamental Principles and Rights in Work, 1998, and the legal requirements that apply to our activity.

These requirements will apply not only to the people working in the organization, but to customers, suppliers and other interested parties.

Child labor

AGPOGRAF respects the rights of minors and rejects the use of child labor.

Forced and compulsory work

AGPOGRAF rejects any type of forced or compulsory work.

All relationships with the staff employed are voluntary and based on mutual consent.

AGPOGRAF undertakes to provide fair economic compensation to the workers in accordance with the applicable law, linked to their conditions of merit and capacity. It also undertakes to comply with the applicable law in relation to working hours, including overtime

Freedom of association and collective bargaining

AGPOGRAF allows workers to communicate openly about their working conditions without fear of reprisals, intimidation or harassment. It also recognizes the right of working people to associate freely, to join labor unions and to seek representation.

Harassment and non-discrimination

AGPOGRAF rejects all forms of discrimination and maintains the commitment to ensure that all working people are treated with respect for their diversity, and promoting equal opportunities for people, regardless of the person's characteristics, be it sexual orientation , age, gender, or gender identity. It also undertakes to ensure that a work environment free of harassment against workers is maintained.

AGPOGRAF will try to reconcile the work in the company with the personal and family life of the working people

Health and Safety

AGPOGRAF is committed to providing a safe and healthy work environment that complies with the applicable law.

Board of AGPOGRAF

March 2022