

# Human Rights **Policy**





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— We, Cimpor Global Holdings B.V. and its subsidiaries or Affiliated Companies that are located in different countries and regions (hereafter referred to “We”, “Cimpor Group” or “Cimpor”) believe that Companies have a responsibility to respect international human rights standards, which means not to infringe people’s rights and to address adverse human rights impacts that they cause or contribute to.

Our commitment to the respect of human rights consists in adopting this Human Rights Policy and implementing in the long term a structured process to support internationally recognized human rights and to avoid any complicity in human rights abuses. This Policy sets out Cimpor’s commitment to protect the fundamental human rights, as well as the dignity of the individuals working in its operations, and to promote the respect of all human rights within its value chain and business relationships.

Cimpor enforced its journey toward the respect of human rights and responsible business practices with the publication and consequent implementation of its Code of Business Ethics and the Supplier’s Code of Ethics. Principles expressed in Cimpor Group’s Code of Ethics are aligned with the highest standards of ethical behavior, and in compliance with all applicable laws and regulations.





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### Principles

Cimpor's commitment lays on different principles concerning the fundamental human rights contained in the ILO's (International Labour Organization) Declaration on Fundamental Principles and Rights at Work.



### **Non-discrimination**

Cimpor respects diversity and avoids any form of unfair or unlawful discrimination in employment or occupation, promoting a culture where people recognize the value that a diverse and inclusive workforce brings. Cimpor Group is committed to embracing all the differences in employees' age, gender, marital status, race or ethnicity, nationality, religion or other belief, sexual orientation, social and educational background, family and care responsibilities and any other form of diversity. Cimpor is committed to creating a working environment, which is free from any direct or indirect, associative or individual discrimination, any sort of violence or harassment, either sexual or based on personal, political and cultural diversity. In case these type of discriminations would happen, they will not be tolerated and remediation actions will be enforced. The aim of Cimpor Group is to make sure that all employees treat others, at all times, with dignity, respect and fairness, exhibiting a conduct that reflects inclusion and supports the values of Cimpor Group.

### **Child labour**

Cimpor commits to the effective elimination of child labour and adheres to the principles that any work which is likely to negatively impact children's physical, mental or moral health, safety or morals, is prohibited to children under the age of 18. The minimum age for work should not be below the age for finishing compulsory schooling, and in any case not less than the age of 15, which some exceptions for developing countries, where an age of 14 can apply, depending on national legislation. This commitment includes providing decent work for young workers and ensuring protection and safety of children in all business activities and facilities, while reinforcing community and government efforts to protect and fulfil children's rights.

### **Forced, bonded and compulsory labour**

Cimpor ensures voluntary employment for all its employees and eliminates any form of forced, bonded and compulsory labour. Banned forced labour includes also human trafficking, threatening workers with severe deprivations, such as withholding passports or other ID documents, food or land or wages, physical violence or sexual abuse, or bonding workers through debts.





### ***Freedom of association and recognition of the right to collective bargaining***

Cimpor guarantees an open and constructive dialogue with its employees and their representatives. Employees can engage in collective bargaining according to the applicable national laws, as a way for determining the contractual working conditions and regulating the implementation of collective agreement.

### ***Health and safety***

As underlined in its Code of Business Ethics, Cimpor duty is to ascertain that working conditions of its employees' respect health and safety standards, ensuring to its employees a safe working environment. The absence of disease or infirmity and physical and mental elements affecting health, which are directly related to safety and hygiene at work, must be guaranteed, including also noise, air pollution and vibration. Moreover, Cimpor commits in preventing any fatalities, injuries or ill health affecting workers or members of the public, or damage to the environment arising from operations.

### ***Working conditions***

Contracts must have written agreements on employment, with agreed terms and conditions, including notice periods on both sides. Cimpor guarantees the fullest possible opportunity for each worker to qualify for, and to use his/her skills and endowments in a job for which he/she is well suited. Employees are guaranteed with working hours set on national laws and industry standards, access to all the necessary facilities to create a pleasant working environment and holidays according to national legislation of residence. Training is provided to all employees, ensuring equality in access to training and education and provide employee with full and productive employment.

### ***Fair wages and equal compensation***

Cimpor ensures its employees a fair and equal remuneration, including the ordinary, basic or minimum wage or salary and any additional emoluments. Employees are guaranteed at least the minimum wage required by the national law and benchmarked with the industry average. Whenever possible, employees are provided with all legally required benefits. When overtime hours occur employees shall be compensated at the rate established by law in the country of manufacture or, in those countries where such laws do not exist, at a rate at



least equal to their regular hourly compensation. Equal remuneration for men and women workers for work of equal value is guaranteed, referring to rates of remuneration established without discrimination based on sex.

#### **Commitment toward the local communities**

Cimpor recognizes the importance of the rights of locals to exercise control over their own institutions, ways of life and economic development and to maintain and develop their identities, languages and religions, within the framework of the States in which they live. Therefore, Cimpor's responsibility toward local communities refers both to Cimpor employees and to locals living nearby Cimpor Group's plants.

Cimpor commitment to the respect of local community identity, regards their right to live in good conditions, including the quality of the surrounding environment around the production site. When planning and implementing environmental and resource-use strategies, Cimpor ensures that business operations do not adversely affect human rights, through damage to the environment or reducing access to natural resources. Furthermore, Cimpor contributes to the economic development of the community ensuring a fair, equal and respectful treatment and playing a positive influence in the area in which it operates. Cimpor is open to the dialogue with community representatives and is committed to promote engagement activities with the local stakeholders, contributing to existing programs or planning and implementing social investment programs in cooperation with governments and civil society.

#### **Reporting and Solving Violations of the Human Rights Policy**

Cimpor provides access to an independent communication channel to raise concerns or identify adverse human rights impacts. The Whistleblowing Policy encourages and enables employees to raise serious concerns on any violations of the Code of Business Ethics, the other Cimpor Group's policies and their principles. The whistleblowing mechanism is directed to anyone who works for Cimpor Group or conducts business on behalf of Cimpor or any of its Subsidiaries. Through Whistleblowing channels any involved party can report:

- information about illegal or underhand practices; or
- raise concerns about misconduct within Cimpor Group.



Should employees encounter an unethical practice, they can report this through the Ethics Hot Line established in Cimpor Group

(via [www.cimporethico.com](http://www.cimporethico.com) web address, [ethico@cimporethico.com](mailto:ethico@cimporethico.com) e-mail address, created within the scope of the ethical line).

Access to ethical reports is under the authority of the Compliance Director and Internal Audit Manager, who responsible for the security, confidentiality and management of all channels.

### **Responsibility within Cimpor Group**

Cimpor's Board of Directors is responsible for providing a business environment that allows the implementation of Cimpor Group Human Rights Policy.

Cimpor's Board of Directors, Chief Human Resource Officer and Compliance Director are obliged to protect the employees from possible harassment after reporting and ensure occupational safety by guaranteeing the confidentiality of violation of business ethics.

Chief Human Resource Officer and Compliance Director provide necessary training sessions to our employees with the aim of raising awareness toward the topic, present and explain the principles supported by Cimpor Group and the related tools and policies in place.

Compliance Director reports to the Audit and Risks Committee and to the Chairman /Chief Executive Officer of Cimpor Global Holdings BV and is responsible for managing all compliance policies and procedures, including the Code of Business Ethics, the Supplier Code of Ethics and the Human Right Policy.





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