



	<b>OSI Spain</b> <b>SOCIAL RESPONSIBILITY MANUAL</b>	Id.-No.:	0.0 PRO.RSC
		Created/ Effective:	01.01.2013
		Dept./ Role	HR Spain / HR Manager
		Rev.-Date:	01.01.2024 Edition 02
		Approved:	Plant Manager
<b>Title:</b>	<b>Social Responsibility Policy (ES)</b>		

The Management of OSI Food Solutions Spain, S.L. expressly states its fundamental commitment to promoting social responsibility and good labour practices.

It is our commitment that, in addition to complying with all legal requirements, we address in a transparent and responsible manner with society, actions that go beyond them, encouraging the development of the worker's capabilities through training and continuous improvement, establishing fair salaries according to real needs, establishing and developing a policy of equality and non-discrimination and maintaining decent working conditions, all of this with the participation and protagonism of our workers and the social and environmental environment that surrounds us.

To this end, OSI Food Solutions expresses its conformity and commitment to compliance with national legislation and any other applicable law, with the standards that prevail in the sector and with other requirements subscribed to by the organization.

In cases where national legislation, any other applicable law, current standards in the sector or other requirements subscribed to by our organization, we will apply the provisions most favourable to workers.

The company declares to respect the principles established in the following international instruments:

- ILO Convention 1 on hours of work (industry) and Recommendation 116 (reduction of hours of work).
- ILO Conventions 29 (forced labor) and 105 (abolition of forced labor).
- ILO Convention 87 (freedom of association and protection of the right of association)
- ILO Convention 98 (right to organize and collective bargaining)
- ILO Conventions 100 (equal pay) and 111 (discrimination in employment and occupation).
- ILO Convention 102 (social security - minimum standard).
- ILO Convention 131 (setting minimum wages).
- ILO Convention 135 (workers' representatives).
- Convention 138 and Recommendation 146 (minimum age).
- ILO Convention 155 and Recommendation 164 (health and safety of workers).
- ILO Convention 159 (vocational rehabilitation and employment for disabled people).
- ILO Convention 169 (indigenous and tribal peoples).
- ILO Convention 177 (home work).
- ILO Convention 182 (child labor)
- ILO Convention 183 (maternity protection /)
- ILO Code of Practice on HIV / AIDS and the world of work.
- Universal Declaration of Human Rights.
- International Covenant on Economic, Social and Cultural Rights.
- International Covenant on Civil and Political Rights.
- United Nations Convention on the Rights of the Child.
- United Nations Convention on the Elimination of All Forms of Discrimination against Women.



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- United Nations Convention on the Elimination of All Forms of Racial Discrimination

Likewise, OSI Food Solutions is committed to:

- Review this policy, periodically, to continuously improve, taking into account changes in legislation, the requirements of our code of conduct and any other requirement of the company;

- Observe that this policy is effectively documented, implemented, maintained, communicated, accessible and understandable for all personnel, including directors, executives, management, supervisors, and workers directly employed, hired by the company or who, in any way, represent this;

This policy is known to our staff and is available to the public, to our clients and is also communicated to our suppliers, to anyone working on our behalf and, in general, to all our interested parties.

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