



# FRUTAS SOLO

## AGROINDUSTRIAL LTDA

CNPJ 02.771.894/0001 – 49 INSC. ESTADUAL 081.975.75-9

### Declaration of Good Social Practices

FRUTAS SOLO AGROINDUSTRIAL LTDA guarantees its employee whom include those employees covered by the GLOBALG.A.P certification (for example: packaging locations) to respect, support and uphold the following principles:

1- Frutas Solo believes in the diversity, personality and individuality of employees. As such there shall be no discrimination (distinction, exclusion or preference) due to race, social class, nationality, religion, disabilities, sex, sexual orientation, motherhood, age, political orientation, membership in a union or political party. Employees are not required to undergo pregnancy or HIV tests;

2- The procedures for hiring personnel are fair and transparent. Discrimination based on any of the aforementioned policy above (#1) is discouraged. This is true for any position in our company.

3- Pay equity is encouraged at Frutas Solo. This means that employees who carry out work of equal value will have similar rights, receive similar social benefits and have similar working conditions and professional training opportunities. Anyone performing similar work is paid with a similar remuneration. Company incentives exist for extra pay based on measured productivity.

4- Disciplinary sanctions such as corporal punishment or mental, physical or verbal abuse do not exist. Unfair deductions from wages are not practiced (eg for machine breakdown or lack of product). When disciplinary sanctions are applied, they are fair and transparent.

5- Child labour is prohibited (according to the law). If there are children who, as members of the family, work in the production unit, they do not carry out tasks that present risks to health or safety, which could impair their development. The children of employees who live in the production unit and who are of compulsory school age, attend school regularly, without any exception.

6- Provide a safe and healthy working environment in which equal opportunities are respected, with no discrimination of any kind. The company fully supports diversity, training, talent management and work-life balance. There is no forced labor. The family and other dependents have the right to work elsewhere. Employees or their families are not obliged under any circumstances to live in the production unit. Employees who do not live



# FRUTAS SOLO

## AGROINDUSTRIAL LTDA

CNPJ 02.771.894/0001 – 49 INSC. ESTADUAL 081.975.75-9

in the production unit do not suffer from discrimination.

7- No employee documents are kept under the employer's custody. The employer does not retain part of the employees' salary, for any reason whatsoever, without the explicit and written permission of the respective employee. All information on employees is the responsibility of the personnel department and kept confidential.

8- Overtime is provided voluntarily, employees are not forced to work overtime.

8a- Underage employees do not work overtime, according to legal requirements

9- The management of the production unit allows collective negotiations.

10- Employees have the right to seek or join any organization of their choice. Union members are guaranteed access to the production unit outside regular business hours.

11- In the event of a serious accident at the production unit, the injured employee or employees is/are transported to the nearest medical center for treatment.

12- Risk groups, such as:

- a) pregnant and lactating women,
- b) employees under the age of 18 (according to the law),
- c) employees with mental disabilities or
- d) sick or injured people

will not perform their assigned tasks that may present risks to themselves or the health and safety of their fellow workers. The risk groups will not be assigned work in the of phytopharmaceutical division.

13- The rules for maternity leave, health care and retirement pensions are in accordance with national social security legislation.

14- Employees can speak with their employee representative or with a workers' committee about contract terms, working conditions or any other reason that stem from work dissatisfaction, in addition to being able to present their complaints to them.

15- The employee representative Mr. Jose Maria da Silva or Ms. Waldeth Alves Carneiro, exercise their function with the consent of all social agents. They submit complaints without fear of personal sanctions. The management of the production unit ensures its willingness to resolve any problem in cooperation with the employee representative.

16- We guarantee that any indication of violation of these principles will be immediately reported to the certification body and corrective measures will



# FRUTAS SOLO

## AGROINDUSTRIAL LTDA

CNPJ 02.771.894/0001 – 49 INSC. ESTADUAL 081.975.75-9

be taken. A signed copy of this declaration has been handed over to the member of management responsible for social affairs and the employee's representative and is attached to each employment contract and / or posted in the languages that the employees understand.

17- Finally, Frutas Solo will maintain a firm and preventive commitment to conservation and improvement of the natural environment, minimising any undesired effects of its operations, with a particular focus on climate change and the preservation of biodiversity. To this end, the actions of the Company will aim to prevent pollution, achieve rational and sustainable resource usage, and proper waste management.

Signature of management (name and function) / producer member of the group:

---

Signature of workers' representative

Sooretama January 24th, 2021

---

**ALESSANDRO N. VIEIRA**  
CPF: