

Respect and Promotion of Human Rights Policy

MESSAGE FROM OUR GENERAL MANAGER

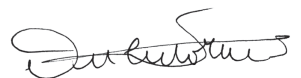
Human rights are universal and inalienable rights inherent to every person simply by virtue of their existence, regardless of nationality, gender, ethnic or national origin, color, religion, language, or any other condition.

At Montes del Plata we are committed to being an active agent for the respect of human rights within our sphere of influence, with the aim of contributing to a sustainable future. We address potential risks and adverse impacts that could cause a potential infringement of human rights. We promote respect for human rights among the people with whom we interact, as well as adherence to these principles by our contractors, suppliers, and business partners.

Our approach focuses on developing structures, systems, processes, and corporate culture that promote the full enjoyment by all people of the human rights recognized by international instruments.

At Montes del Plata we believe that responsible management involves economic development that promotes respect for the universal human rights of all stakeholders.

Sustainability and human rights are two interdependent concepts that must be considered together to contribute to a just and sustainable future for people and the planet.



Diego Wollheim
CEO, Montes del Plata

Legal framework

Montes del Plata is committed to complying with and monitoring the commitments and guidelines of this Policy, approved by the Board of Directors of Montes del Plata (or delegated for approval to its Executive Directors). This Policy applies to all employees and is aligned with our Sustainability Policy. This Policy is complemented by the Code of Ethics and Conduct and the policies on: Occupational Health and Safety, Wood Supply and Purchasing, Community Contributions, Supply Chain Security, and Risk Management. This set of regulations directly or indirectly protects the fundamental rights of individuals.

This Policy is inspired by the following international statements:

- The Sustainable Development Goals (SDGs) approved by the UN.
- The 10 principles of the United Nations Global Compact.
- The United Nations (UN) Guiding Principles on Business and Human Rights.
- The Organization for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises.
- International Bill of Human Rights, which includes:
 - The Universal Declaration of Human Rights.
 - The International Covenant on Civil and Political Rights.
 - The International Covenant on Economic, Social, and Cultural Rights.
- The tripartite declaration of principles on multinational enterprises and social policy of the International Labor Organization (ILO).
- The conventions of the International Labor Organization (ILO), as well as the ILO Declaration on Fundamental Principles and Rights at Work.

OBJECTIVES

- Declare our commitment to respecting human rights as recognized in applicable national and international legislation.
- Establish fundamental principles to guide the identification, management, and remediation of human rights risks.
- Contribute to the creation of a favorable environment that promotes active and ongoing communication about respect for human rights.

SCOPE AND APPLICATION

This Policy, approved by the Board of Directors of Montes del Plata through its executive directors on December 4, 2025, defines the commitment and responsibilities of all employees in relation to human rights. It is mandatory for all people who are part of Montes del Plata and extend to suppliers, contractors, and third parties who provide services or act on behalf of Montes del Plata, who must know, understand, and comply with its provisions.

PRINCIPLES OF ACTION

To ensure respect for and promotion of human rights, at Montes del Plata we are committed to:

- The timely identification of the actual and potential risks of our operations on people's rights.
- Develop appropriate mechanisms and adopt measures to prevent and mitigate the risks of human rights violations, and to remedy them if they occur. This includes notifying the competent authorities where applicable.
- Promotion of a culture of respect for human rights.
- Provision of communication channels and mechanisms for reporting and complaining about breaches of this Policy and the Montes del Plata Code of Ethics and Conduct. These mechanisms will be communicated to our stakeholders, in particular suppliers, collaborators, and other third parties.
- The inclusion of specific clauses in agreements with contractors and suppliers.
- The incorporation of relevant human rights risks into the corporate risk matrix, control systems, and internal audit processes.
- Monitoring the effective implementation and efficiency of measures and incorporating improvements to ensure their effectiveness.
- Communication of our human rights commitments and performance in our annual sustainability report.

SPECIFIC COMMITMENTS

With workers:

- We respect and promote the rights of all workers and offer fair and decent working conditions.
- We promote the principles of diversity, inclusion, equal treatment and opportunities, and non-discrimination.
- We respect freedom of association, legal right to strike and collective bargaining, and promote respect for rights of freedom of expression of all workers.
- We reject any form of involuntary, forced, slave, or human trafficking labor, as well as the use of child labor.
- We do not tolerate physical, sexual, verbal, or any other type of harassment in our operations.
- Maintain the highest standards in occupational health and safety. We provide a safe and hygienic working environment, taking the necessary measures to prevent accidents and harm to the health of our direct and indirect employees.
- We guarantee the freedom to leave employment with reasonable advance notice. Workers shall not leave their identity documents or financial deposits in custody of their employer.
- We implement training initiatives to raise awareness among workers so that they know their rights and obligations in terms of human rights, safety, and hygiene.
- We provide access to clean toilets and safe accommodation, where applicable.
- We ensure transparency towards workers regarding their working conditions and wages.

- We apply all disciplinary measures and do not make any deductions from wages outside the provisions of the applicable regulations.

With society and communities:

- We protect natural resources and habitats in all our operations.
- We promote sustainable development and positive local impact.
- We encourage respect for the rights of communities to live in a clean and healthy environment with reasonable standards of living.
- We minimize social and environmental impact on neighboring communities.
- We maintain zero tolerance for corruption and terrorism in all its forms.
- We promote active, transparent, and ethical communication and relationships with society, communities, regulatory bodies, and public administrations.
- We will remedy, through legitimate processes, any individuals or communities whose rights have been affected or violated.

With suppliers, contractors, or third parties linked to our value chain:

- We require our suppliers and contractors to comply with labor and human rights standards: they must respect freedom of association and collective bargaining, set wages for their workers in accordance with applicable laws, and provide safe working conditions.
- We promote the hiring of suppliers who have assumed the commitments contained in this Policy, in the Code of Ethics and Conduct, in the Code of Ethics and Conduct for Suppliers, and in other applicable internal regulations.

COMPLAINT MECHANISMS

- The confidential and anonymous reporting channel (if so requested) is the preferred conduit for handling communications relating to matters covered by this Policy and to issues of ethics and conduct and is open to both internal and external stakeholders.
- Additionally, complaints can be submitted through the Integrated Management System's Communication Registry, which receives complaints and requests from third parties in the community and employees.
- Furthermore, Montes del Plata employees may submit a report or communication within the scope of this Policy to their direct supervisor or to the People and Organizational Culture department.
- All communications or reports received within the scope of this Policy are handled in accordance with the defined procedures.

APPROVAL AND RESPONSIBILITIES

- People and Organizational Culture (PyCO) area is responsible for integrating the Human Rights Policy into management systems and internal processes.
- Internal Audit and Risk Management area is responsible for including monitoring of the activities under this policy in its annual plan.
- PyCO area is responsible for updating this policy and proposing specific actions, reporting relevant observations to the management committee in a timely manner.

COMMUNICATION

The Human Rights Policy will be communicated to internal and external stakeholders through various channels: it will be accessible and available in our offices, on our intranet and website, during induction processes, and on internal training platforms such as the Montes del Plata Academy.