



## REPRODUCTION RIGHTS PROTECTION POLICY

The aim of this policy is to ensure that the reproductive rights of Agripalma workers are respected. Reproductive rights are a human right. Promoting free and informed decisions about sexuality and reproduction contributes to the protection of dignity, autonomy, the right to health and gender equity.

In order to achieve this objective, Agripalma undertakes to:

- Informing workers of their right to decide, freely and responsibly, whether or not they want to have children, how many children they wish to have and at what point in their lives.
- Promoting a work culture that understands and takes into account the reproductive health needs of workers.
- Set up a gender committee with representatives from different departments to address areas of reproductive concern, especially for women.
- Raising awareness of reproductive rights
- Provide adequate breaks, in accordance with labor legislation, for babies to be breastfed
- Ensuring that pregnancy tests are not carried out as a discriminatory measure
- All those who work and collaborate with Agripalma are called upon to respect and enforce this Policy, promoting fair treatment and equal treatment and opportunities for men and women.

We promote the analysis and continuous improvement of our activity, with a view to improving our performance in all aspects that contribute to the success of our organization: processes, people and the environment.

This Policy is communicated to all Agripalma employees and made available to all external stakeholders who request it.

Agripalma Company, October 08, 2024

**Director General**

NICOLAS BERGEROT