



Social policy

At Mercon, we are aware of the value and importance of the farm's operations in its community, and of the importance of ensuring that all of its activities are framed within the framework of respect for the fundamental rights of workers. Therefore, our LIFT producers are committed to complying with the following statements:



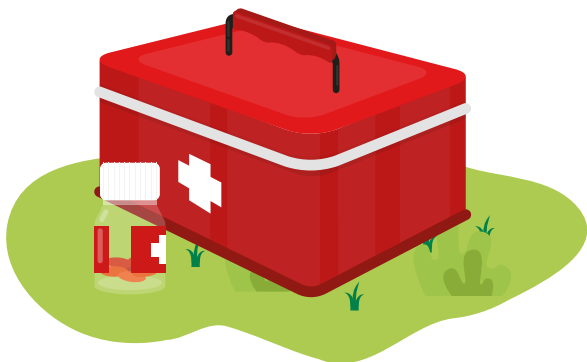
1. Child labor is prohibited on the farm; therefore, it is prioritized that minors in the community attend school daily.
2. Promote a favorable work environment for the individual and collective development of farm workers, where it is not allowed, under any circumstances, to threaten, sexually abuse, harass, (verbally or physically), or psychologically mistreat workers.
3. Prevent any form of forced labor. In contrast, local labor is prioritized, and farm workers are protected.
4. Prohibit any form of human trafficking within the farm.

5. Non-discrimination against pregnant or breastfeeding women. On the contrary, protecting them by adapting their work to their physical condition.

6. The farm hires its labor directly, giving priority to local labor.

7. The farm makes its payments in a timely manner and in cash. Payments comply with the law of each country regarding minimum wages.

8. On the farm, all the workers must be supplied with enough hygienically prepared food.



9. The farm has a first aid kit that contains medicines in case of an accident or health problems of employees working on the farm.

10. All workers have the right to freely establish and join organizations of workers. All workers receive equal treatment in terms of hiring, remuneration and benefits, access to training, and promotion.

Compliance with this policy is everyone's responsibility.



For more details, please contact us and one of our agronomists will be able to advise you on how to correctly implement each of these practices.