



DON RICARDO
- A FRUTURA COMPANY -

CODE OF ETHICS



AGRICOLA DON RICARDO S.A.C.

Approved by:

General Management

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Letter from the CEO

Dear Colleagues,

At Agrícola Don Ricardo, we believe that ethics is part of our identity and the foundation of our success. We are firmly committed to honesty and accountability at every level of the organization, reflecting the values that set us apart: excellence, respect, commitment, and integrity. We also recognize that acting ethically goes beyond mere compliance with laws and regulations – it means ensuring that every action we take contributes to the collective well-being and long-term sustainability of our business.

In this regard, our Code of Ethics serves as a guiding framework to help us navigate complex dilemmas and make sound decisions in the course of our professional duties. It reinforces our culture of honesty and ethical conduct, and ensures that we operate with full transparency toward all our stakeholders. It is the foundation upon which we stand firm in our commitments and principles as a Company.

I would like to invite each of you to read our Code carefully and to apply its principles with conviction in your day-to-day work. Together, let us continue cultivating excellence – not only in our products, but also in the way we lead with integrity and build relationships grounded in trust.

Darwing Casana
Chief Executive Officer, Agrícola Don Ricardo S.A.C.



DON RICARDO
- A **FRUTURA** COMPANY -



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About Us

1. About Us

Agrícola Don Ricardo is a company dedicated to the production, processing, and commercialization of premium fresh fruits, located in the Ica Valley, Peru.

Our purpose is to cultivate excellence – a philosophy that transcends the mere production of agricultural goods. We strive to meet the highest quality standards while honoring commitments that prioritize the common good. With this in mind, every fruit we grow embodies our dedication, commitment, and shared responsibility.

1.1. Our Vision and Mission

Vision

"To be recognized by our clients as the world's best supplier of fresh fruits, distinguished by the quality of our products and the excellence of our service."

Mission

"To produce and commercialize premium fresh fruits in accordance with international standards, with an unwavering focus on customer service and deep respect for the communities and the environment in which we operate. We strive to ensure customer satisfaction and loyalty through an innovative mindset and a continuous improvement approach pursuing excellence in the management of all company resources."

1.2. Our Core Values

Our values guide every decision we make and form the foundation of our culture and Code of Ethics.



Excellence

We know that doing things well is not enough. We always strive to give the world the best of ourselves through our work, products, and services.



Respect

We value the ideas and differences of all those around us. This makes Don Ricardo a unique team. We therefore uphold the importance of not transgressing ethical principles, societal values, or the common good.



Commitment

We understand that our people and our community are the ones who enable us to cultivate excellence for our clients. Our commitment to our people means ensuring that they are and feel like integral contributors to Don Ricardo's success.



Integridad

We know that everything we do must be done in the right way. We exercise great care when making decisions, recognizing that the end never justifies the means. Integrity is a fundamental value at Don Ricardo.

1.3. Core Ethical Principles

At Don Ricardo, we consider ethics and integrity to be fundamental to the growth and development of the Company. Therefore, we have established five core principles that are transversal to all our operations and commitments:

- a. Avoid any conduct that could harm the Company or its reputation.
- b. Prioritize the interests of the Company above personal or other conflicting interests.
- c. Comply with all applicable laws and regulations in force.
- d. Act with honesty at all times and in any situation we may face.
- e. Act with impartiality toward all our stakeholders, without exception.

1.4. Alignment with the UN Global Compact

The UN Global Compact is a United Nations initiative aimed at promoting corporate sustainability and respect for Human Rights.

Don Ricardo aligns its operations with the Global Compact and its 10 Universal Principles, which cover the following areas:



Human Rights



Labor Standards



Environment



Anti-Corruption

This international framework is founded in the Universal Declaration of Human Rights, the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development, and the United Nations Convention against Corruption.

1.5. Alignment with the Frutura Code of Ethics

At Agrícola Don Ricardo, we reaffirm our commitment to the ethical principles and corporate standards set forth in the Code of Ethics and Business Conduct of Frutura, our parent company.

Our Code of Ethics integrates the essential guidelines of the corporate framework, reflecting our commitment to act with integrity, respect, and accountability across all areas of our operations.

In doing so, we reinforce a shared ethical culture between Don Ricardo and Frutura, grounded in respect for people, consistency in our actions, and the conviction to always act with responsibility and the highest standards of corporate conduct.





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Ethics at Don Ricardo

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2. Ethics at Don Ricardo

The Code of Ethics of Agrícola Don Ricardo is a conduct framework that, in conjunction with the Internal Work Regulations, aims to ensure that all employees do what is right at all times.

At Don Ricardo, we are part of a company built upon a culture of honesty, fairness, and ethical conduct in all our relationships with stakeholders. Our business success is closely tied to acting with integrity – which implies protecting the image and reputation of our Company, complying with applicable laws, and fostering a workplace where all employees feel proud to work.

This Code provides guidelines for acting when our ethics and integrity may be at risk. However, it does not purport to cover every possible circumstance that may arise in practice. Accordingly, any action deemed unethical or illegal shall constitute a violation of this Code and shall be subject to the corresponding disciplinary sanctions.

2.1. Scope of the Code

This Code is applicable to all individuals working with us, including clients, suppliers, and other stakeholders who have a relationship with the Company.

Furthermore, employees and suppliers are required to read and understand all the terms set forth in this Code. They will also receive annual training on its contents to strengthen their understanding and effective application. Any updates or amendments to the Code will be communicated and notified in a timely manner.

2.2. Ethics Hotline

In order to ensure anonymity and objectivity in investigation processes, Don Ricardo maintains an ethics hotline managed by an independent, specialized external firm.

The Company adopts an open approach to the handling of reports, whereby all matters received from stakeholders are recorded, addressed, and classified according to their nature. All reports are accepted and subject to an investigation process; none are dismissed.

The hotline provides two channels for submitting reports and/or inquiries:



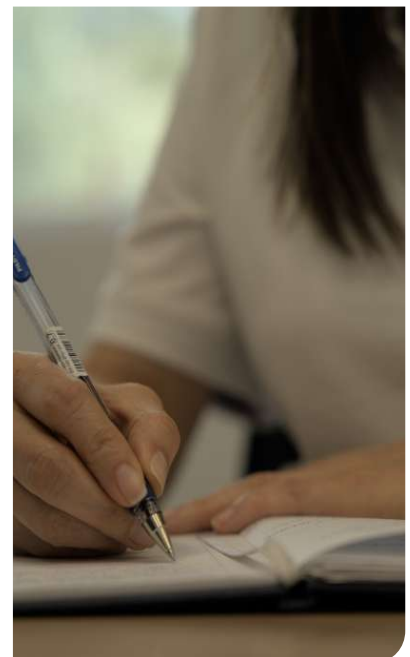
Phone:

Dial the following number: **0 800 52116**



Online Form:

Access the form by [clicking on the link](#) provided or scanning the QR code shown, and follow the instructions on the website



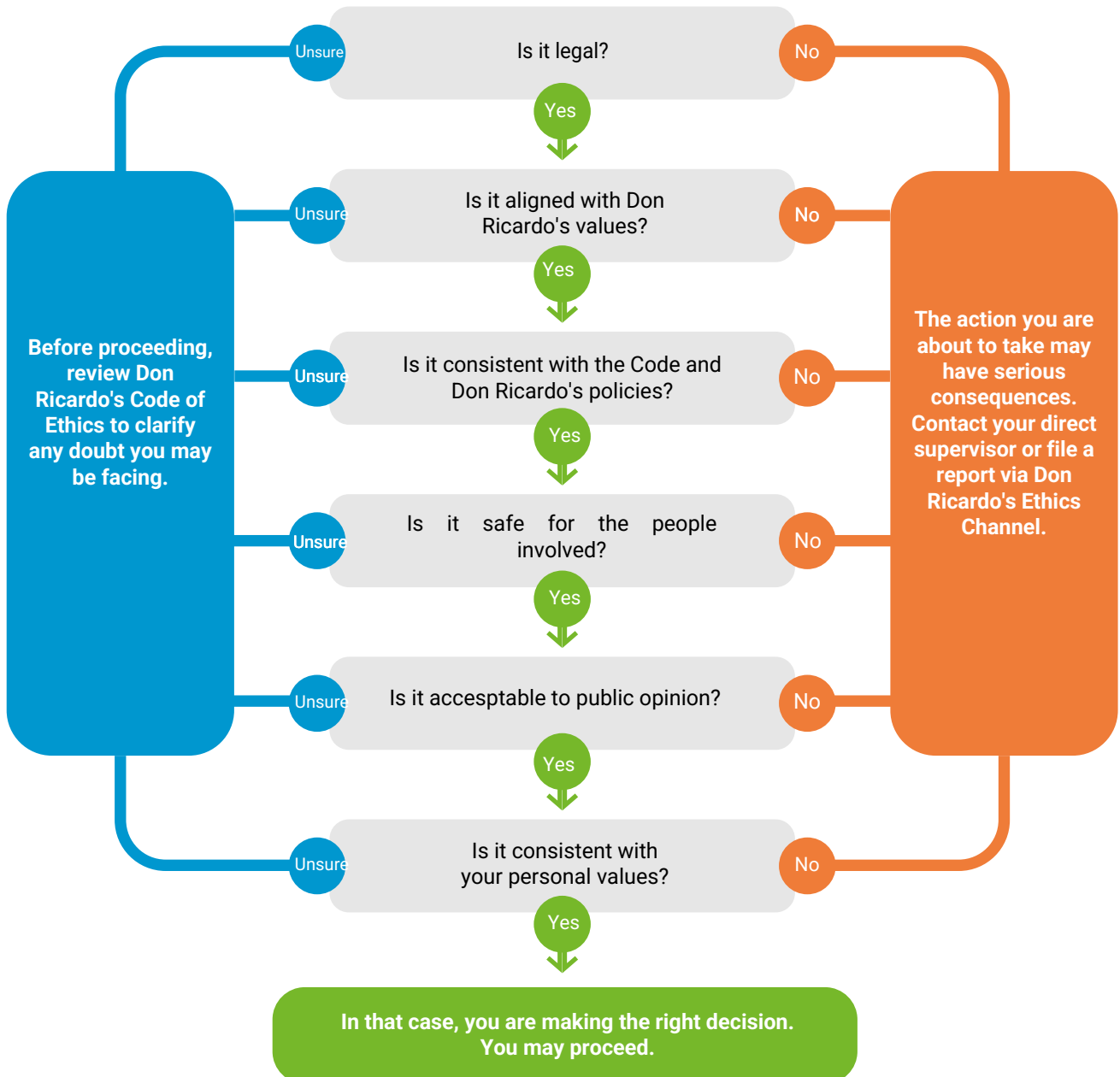
It is important to note that, in the event of a legal order or request by competent authorities, the Company will provide the relevant confidential information to support the course of investigations. Any employee who conceals or omits relevant information during an investigation will be in serious breach of this Code of Ethics.

Non-Retaliation Policy

Retaliation against any Don Ricardo employee who, in good faith, has reported a concern regarding illegal or dishonest conduct will not be tolerated. Provided the report was made in good faith, and not in a false or malicious manner, any individual may raise concerns freely, without fear of dismissal, discrimination, harassment, intimidation, or any other adverse consequence resulting from having made the report.

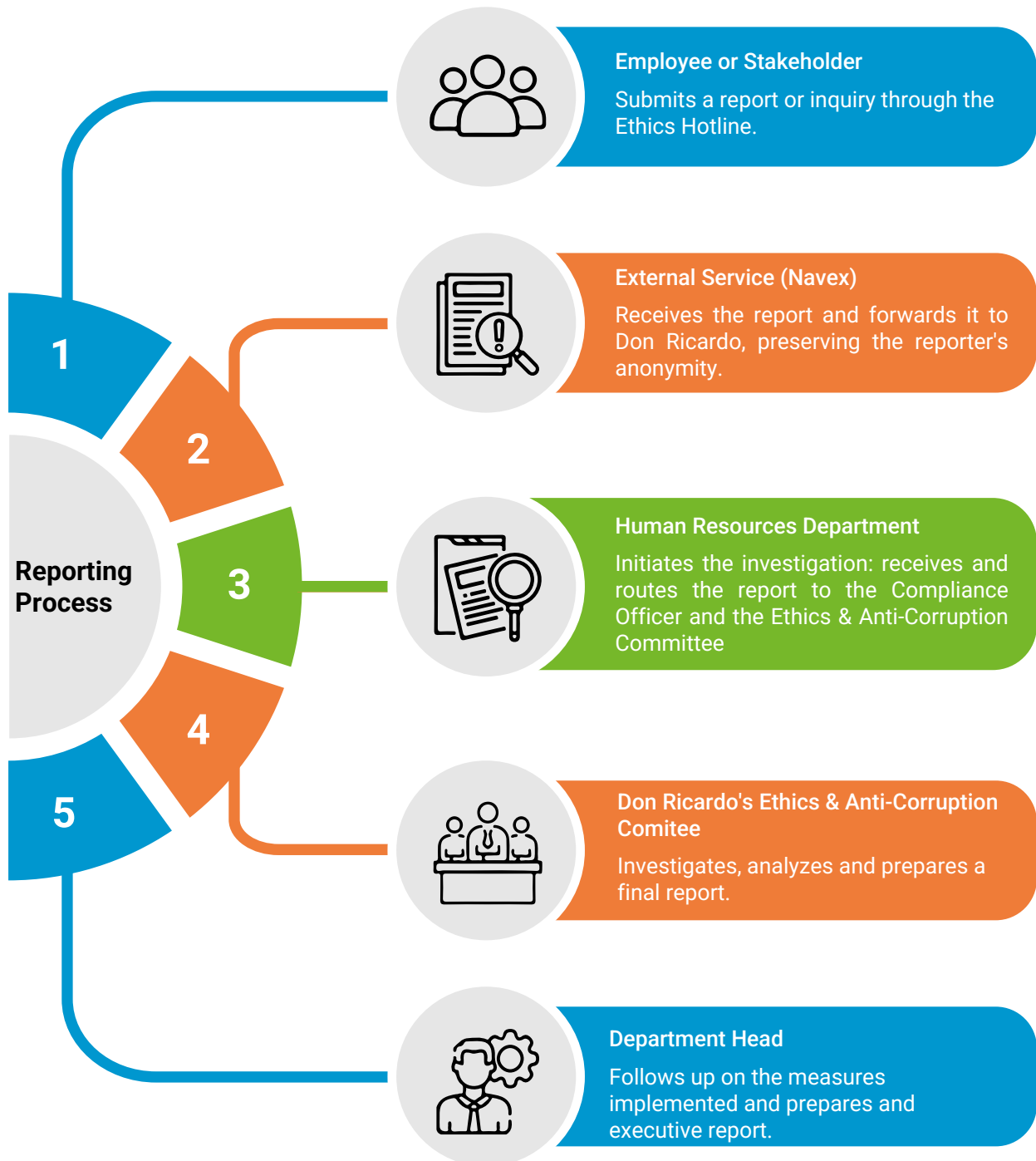
2.3. Ethical Decision-Making Framework

When facing a difficult situation or ethical dilemma and uncertain how to proceed, this framework will guide you in making the right decision. Simply follow the questions in the order presented, answering "yes," "no," or "I don't know," and follow the corresponding instruction.



2.4. Reporting Process

In accordance with the Complaint Response Procedure in force at Don Ricardo, all reports and/or inquiries related to breaches or violations of this Code will follow the process described below.



All proceedings shall be conducted in accordance with the deadlines established by law and any applicable internal procedures.

2.5. Sanctions and Disciplinary Actions

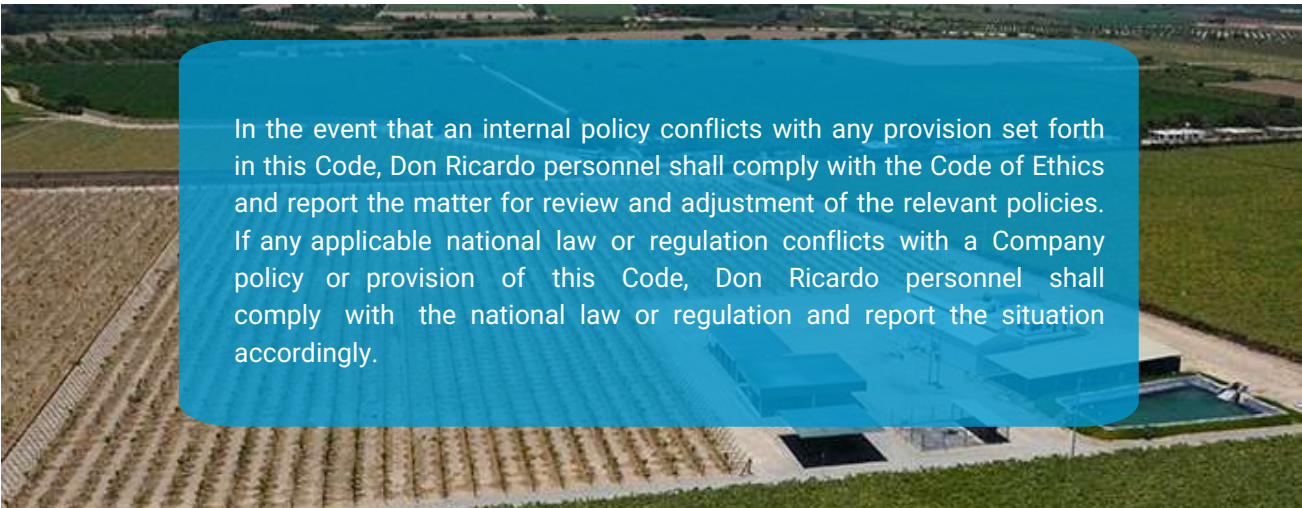
Personnel who violate the guidelines set forth in this Code shall be subject to disciplinary action as deemed appropriate by the Ethics and Anti-Corruption Committee, based on the nature and severity of the breach. Such actions may include:

- Verbal and/or written reprimand
- Suspension from duties
- Termination of employment

The application of sanctions shall follow due process, taking into account a fair assessment and recommendation by our Ethics and Anti-Corruption Committee, as well as the Internal Work Regulations and applicable laws.

Employees involved in a complaint will be given the opportunity to respond to the allegations made against them; however, the identity of the reporting employee shall not be disclosed.

If the offender is a stakeholder (supplier, client, or other party), the Company reserves the right to terminate the business relationship or any other relationship with said offender, in accordance with the severity of the case.



In the event that an internal policy conflicts with any provision set forth in this Code, Don Ricardo personnel shall comply with the Code of Ethics and report the matter for review and adjustment of the relevant policies. If any applicable national law or regulation conflicts with a Company policy or provision of this Code, Don Ricardo personnel shall comply with the national law or regulation and report the situation accordingly.

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2.6. Ethics Oversight

At Don Ricardo, the Ethics and Anti-Corruption Committee is responsible for interpreting, applying, ensuring and supervising compliance with the guidelines and commitments established in this Code, as well as the reporting procedure. Any member involved in the investigation, evaluation, or resolution of a complaint must declare, before their participation, whether they have any personal, hierarchical, or other direct or indirect interest in any of the parties involved in the case.

In the event of an identified conflict of interest – whether actual, potential, or apparent – the relevant member must recuse themselves from the process and may be replaced by an independent and impartial individual, so as to guarantee the objectivity, transparency, and integrity of the investigation and the decision reached. The Committee is comprised of:

- Executive Director
- Chief Executive Officer (CEO)
- VP of Finance and Administration
- Human Resources Manager



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Ethical Commitments

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3.1. Commitments to Our Employees

3.1.1. Compliance with Human Rights and Labor Standards

Human Rights are principles established to guarantee and safeguard the inherent dignity of all persons, as well as the essential rights and freedoms to which they are entitled without exception. Through these principles, we are committed to respecting the labor and human rights of our employees and suppliers.

Key Definitions

- **Human Rights:** Fundamental, universal, inalienable, and non-waivable principles that guarantee the dignity of all persons
- **Labor Rights:** A subset of Human Rights focused on fair working conditions, including protection against forced or child labor, safe and healthy working environments, equal opportunities, fair remuneration, and collective bargaining, among others.
- **Sexual Harassment:** Any act of intimidation of a sexual nature, or an unwanted or inappropriate promise in exchange for sexual favors, expressed verbally, in writing, visually, or physically, that creates a hostile, intimidating, or degrading work environment.
- **Workplace Harassment:** Hostile behavior that may occur verbally, in writing, visually, or physically within a vertical (employer-employee) or horizontal (peer-to-peer) employment relationship.
- **Discrimination:** Unequal treatment or unfavorable consideration of a person or group based on race, age, gender, sexual orientation, religion, physical condition, or other characteristics.
- **Diversity:** The acknowledgment and recognition of differences among people – including race, age, gender, sexual orientation, religion, and physical condition – as strengths that enrich the organization.
- **Inclusion:** The ongoing commitment to create an environment in which all individuals feel valued and respected, and where their opinions and contributions are welcomed.

Marco de acción

Always

- ✔ Comply with the 48-hour weekly working schedule. Any overtime must be pre-approved by the corresponding supervisor and/or management.
- ✔ Verify compliance with the registration of payroll records, formal employment contracts, and pay stubs for each employee.
- ✔ Address others with the same respect and consideration we expect to receive.
- ✔ Ensure a safe and healthy working environment for all company personnel and third parties, in order to prevent accidents and occupational illnesses.
- ✔ Support colleagues who experience or who report harassment, bullying, or discrimination.
- ✔ Report any act of discrimination, harassment, or violence.
- ✔ Respect workers' rights to freedom of association and collective bargaining, within the legal framework, free from retaliation, intimidation, or harassment.

Never

- ✘ Tolerate or permit verbal, physical, or visual conduct that undermines the dignity of individuals.
- ✘ Make assumptions about a person's capabilities based on their gender, race, or other personal characteristics.
- ✘ Fail to immediately report any incident of harassment, discrimination, bullying, or inappropriate treatment.
- ✘ Disregard human rights violations by suppliers, clients, or other organizations associated with child labor and/or involuntary or forced labor, including within the prison framework.
- ✘ Allow the withholding or custody of identity documents or security deposits by the employer. Workers shall be free to resign from the Company, subject to the legally required notice period.

Preguntas Frecuentes:

What types of conduct are considered discriminatory?

Any unfavorable or hostile treatment based on personal characteristics such as race, color, gender, sexual orientation, gender identity, religion, political opinion, nationality, origin, social status, indigenous background, disability, age, marital status, or similar grounds. For further information, please refer to the Human Rights Policy and the Human Rights Management System Procedure.

What types of behaviors or actions are considered harassment?

Any physical, verbal, or gestural act of a sexual nature, such as comments and insinuations, suggestive or leering looks, exhibition or display of pornographic material, touching, brushing, or inappropriate physical contact, or demands and propositions. For further information, please refer to the Sexual Harassment Prevention and Sanction Procedure.

Can Don Ricardo employees be asked to work more than 48 hours per week?

Due to operational demand and on a voluntary basis, employees may be requested to work between 48 and 60 hours per week. Hours between 60 and 71 per week are permitted only in exceptional circumstances, with prior authorization and coordination with the responsible area. We recommend reviewing the Working Hours Policy for further information.

What is the minimum working age at Don Ricardo?

In accordance with applicable legislation, all employed individuals must be at least the minimum legal working age, which is eighteen (18) years.



3.1.2. Occupational Health, Safety & Environmental Protection

At Agrícola Don Ricardo, we are committed to providing a safe and hygienic working environment for all our employees. This includes preventing accidents, occupational illnesses, and injuries, and ensuring the implementation of measures and controls for each identified risk in our matrices and procedures. We also seek to guarantee compliance with applicable environmental regulations, preventing contamination of the natural environment.

Key Definitions

- **Personal Protective Equipment (PPE):** Equipment, devices, and protective clothing designed to protect workers from occupational accidents and hazards.
- **Substandard Condition** Situations or circumstances in the work environment that do not meet established health and safety standards, creating a potential risk of accidents or workplace incidents.

Framework for Action

Always

- ✔ Ensure safety and hygiene in the work environment.
- ✔ Promote a reliable and safe workplace in compliance with all applicable health and safety protocols.
- ✔ Stop any activity that may endanger your physical integrity or any other person in the Company.
- ✔ Conduct risk assessments before starting any task and implement critical controls to minimize hazards.
- ✔ Participate in all the mandatory training sessions regularly provided by Don Ricardo.
- ✔ Ensure the safe handling of chemical materials in accordance with established procedures.
- ✔ Participate in initiatives that promote the stewardship of natural resources.
- ✔ Foster respect for the environment and environmental protection.

Nunca

- ✘ Perform work duties under the influence of illegal drugs and/or alcohol. The sale or possession of such substances on Company premises is strictly prohibited.
- ✘ Begin work in situations where you believe substandard conditions may exist that could endanger your health and safety.
- ✘ Allow the possession of weapons on Company premises, except in duly authorized circumstances.
- ✘ Disregard environmental protection procedures. Fail to report any real or potential incident that could impact the environment.
- ✘ Ignore the procedures or recommendations of environmental experts.
- ✘ Engage suppliers who do not have the appropriate occupational health and safety processes in place.

Frequently Asked Questions

What should I do in the event of an accident or signs of illness?

Immediately notify your supervisor or the health and safety officer. Proceed to the nearest health station for medical attention, or use the first aid kits available in all our operational units. In case of emergency, request assistance to activate the ambulance service. For further information, please refer to the Occupational Health and Safety Internal Regulations.

What should I do if a supplier does not comply with safety or environmental standards?

Request that the contractor comply with the applicable health, safety, and environmental measures. Should the non-compliant behavior persist, notify the supervisor or the area responsible for the activity.

3.2. Commitments to Clients, Competitors & Suppliers

3.2.1. Customer Satisfaction

We are dedicated to meeting our clients' expectations with products of the highest quality that contribute to human well-being. We guarantee transparency in the information we provide about our products and respect our clients' privacy, safeguarding the trust placed in us.

Key Definitions

Confidential Information: Sensitive data relating to clients (such as names, addresses, financial data, or any other non-public information) that must be protected and used solely for authorized purposes, preventing any unauthorized disclosure..

Framework for Action

Always

- ✔ Offer clients products of the highest quality that are beneficial to health.
- ✔ Provide transparent and relevant information about our products.
- ✔ Respect the privacy of clients' personal and commercial data.

Never

- ✘ Disclose incomplete, misleading, or false information about our products.
- ✘ Disclose or use confidential client information for purposes other than those established by Don Ricardo.
- ✘ Conceal or obstruct any customer complaint or claim.

3.2.2. Fair Competition and Trade Practices

At ADR, we promote ethical and transparent business practices, grounded in good-faith negotiations with our clients and fair trade with our competitors.

Framework for Action

Always

- ✔ Maintain transparent business relationships based on mutual respect with competitors and third parties (including suppliers).
- ✔ Comply with all laws and regulations related to competition and trade in the countries where we operate.
- ✔ Seek to negotiate any agreement with suppliers on a fair and equitable basis

Never

- ✘ Agree with competitors on price-fixing, output restrictions, or market allocation.
- ✘ Participate in actions involving the boycott of other companies or bid-rigging.
- ✘ Exert undue pressure on suppliers to obtain commercial and/or economic benefits.

Frequently Asked Questions

What conduct is considered anti-competitive?

- Activities such as coordinating prices with competitors, manipulating procurement processes, or intentionally dividing markets are anti-competitive practices that are strictly prohibited by our policies and by applicable competition laws.

3.3. Commitments to Communities

3.3.1. Community Engagement

Building harmonious relationships with neighboring communities is essential to our mutual development. At Don Ricardo, we are committed to respecting local laws and cultural customs, ensuring we act as agents of positive change and promoting sustainability in all our actions.

Marco de acción

Always

- ✔ Maintain respectful relationships with the communities near Don Ricardo's operations.
- ✔ Strive to generate local employment and business opportunities in neighboring communities.
- ✔ Evaluate our suppliers based on social and environmental criteria, prioritizing local suppliers whenever possible.
- ✔ Foster the growth of local suppliers through training programs and internal audits.
- ✔ Participate in initiatives that contribute to the social development of the areas where Don Ricardo operates.
- ✔ Report any complaints or claims from stakeholders, or any social incidents or conflicts.

Never

- ✘ Tolerate or permit verbal, physical, or visual conduct that undermines the dignity of individuals.
- ✘ Make assumptions about a person's capabilities based on their gender, race, or other personal characteristics.
- ✘ Make promises or donations on behalf of the Company without proper authorization from Don Ricardo's sustainability department.
- ✘ Disregard the concerns, needs, or customs of neighboring communities.
- ✘ Ignore established procedures when working with or engaging with local communities.
- ✘ Use Company resources for purposes not aligned with Don Ricardo's External Social Responsibility Policies.

Preguntas Frecuentes:

What should I do if I receive a donation request from a community?

When receiving a donation request from a community, listen respectfully to their concerns or needs without making any promises or commitments. Then, forward the request to the Sustainability Department for assessment of its relevance and appropriateness. All donations must be fully disclosed in accordance with the External Social Responsibility Policy.

Is information on community investment amounts publicly available?

Yes. At Don Ricardo, we disclose investment amounts to communities for project implementation and charitable donations. Some initiatives are supported by the Company's own financial resources, external resources from the Fair Trade Fund – Fair For Life, and clients committed to social development. For further information, you may consult the sustainability bulletin published through our official channels.

3.4. Commitments to Business Ethics

3.4.1. Conflicts of Interest

At Don Ricardo, we expect all decisions made by our employees to be based on objectivity and the Company's values. Any situation that compromises the impartiality of employees in the performance of their duties may constitute a conflict of interest. It is therefore our responsibility to identify, prevent, and report such situations in order to act with transparency and integrity at all times.

Marco de acción

Siempre

- ✔ Refrain from participating in decisions that may be influenced by personal interests.
- ✔ Ensure transparency throughout the supplier selection process.
- ✔ Notify the Human Resources management of any personal, family, or close relationship that could give rise to a conflict – whether with colleagues, suppliers, clients, or other interested parties.
- ✔ Report any potential conflicts of interest, whether real or apparent, in a timely manner and through the channels designated by Don Ricardo.
- ✔ Ensure that your external activities do not interfere with your professional obligations or the Company's objectives.

Never

- ✘ Intervene in the selection, promotion, or supervision of individuals with whom you have personal or family ties.
- ✘ Favor suppliers or companies in which you hold economic or personal interests.
- ✘ Accept gifts, benefits, or favors from individuals or entities involved in negotiation or contracting processes with Don Ricardo.

Key Definitions

Conflict of Interest: Situations, relationships, or activities in which personal interests or close relationships interfere – or have the potential to interfere – with the ability to make objective decisions that exclusively benefit the Company, potentially causing harm to Don Ricardo or providing personal gain..

Preguntas Frecuentes:

Can a family member work in the same operational area at Don Ricardo?

Yes, provided there is no direct supervisory relationship between the two. Please remember to notify your immediate supervisor or manager of this relationship in advance to prevent potential conflicts of interest.

May I accept another position at a different company while working at Don Ricardo?

This will only be permitted with prior approval from general management, particularly if the company in question is a client, supplier, or competitor of Don Ricardo.

Is it permitted to receive gifts or incentives from Don Ricardo's clients or suppliers?

Only promotional gifts (branded merchandise) that do not influence commercial decisions or supplier selection may be accepted. In all other cases, gifts received must be submitted to the Human Resources Management for raffle or return to the sender, as appropriate. All other cases shall be governed by the Gift, Gratuity, Donation, Benefit, and Courtesy Management Procedure.

3.4.2. Regulatory Compliance

We fully comply with all applicable laws and regulations in force. Accordingly, we have an obligation to promptly report to the relevant internal channels any suspected non-compliance or irregular conduct on the part of our employees or third parties with whom we engage. Personnel are responsible for complying with applicable laws and regulations, as well as with Company policies and standards. We are all responsible for preventing violations of the law and for reporting any suspected violations.

Framework for Action

Always

- ✔ Comply with all internal policies established by Don Ricardo.
- ✔ Comply with all applicable national and local laws, regulations, and standards where the Company operates.
- ✔ Immediately report any act that could be considered irregular or unlawful.
- ✔ Consult your supervisor if you have doubts about applicable regulations or policies.

Never

- ✘ Engage in activities that are contrary to the Company's internal policies or applicable legislation.
- ✘ Obstruct any investigation, proceeding, or judicial audit initiated by governmental authorities.

Frequently Asked Questions

What happens if I violate or fail to comply with the law?

Any violation of or failure to comply with applicable laws may result in disciplinary, civil, and criminal sanctions, in accordance with the severity of the case and/or the ruling issued by the corresponding competent authority. It should be noted that, while reports submitted through the Ethics Hotline are confidential and handled internally, in the event that a competent authority requires it, Don Ricardo will be obligated to provide the relevant reserved information to support the course of investigations. Furthermore, any Don Ricardo employee who withholds or conceals information during an investigation will be considered a violation of the Code of Ethics and will be subject to disciplinary sanctions as appropriate.



3.4.3. Undue Influence and Political Activities

Don Ricardo rejects any form of undue influence over governmental processes for the purpose of obtaining personal or corporate benefits. We act with transparency and without seeking advantages that could compromise our integrity.

Key Definitions:

- **Undue Influence:** The improper use of personal contacts or relationships with governmental authorities to obtain benefits or preferential treatment.
- **Governmental Authorities:** Individuals, institutions, or bodies that exercise public functions on behalf of the State, including officials, elected representatives, and employees of governmental institutions at the local, regional, or national level.
- **Political Activities:** Actions or initiatives related to participation in political processes, such as electoral campaigns, support for candidates, promotion of ideological agendas, or any activity intended to influence governmental decisions or electoral outcomes.

Framework for Action

Always

- ✔ Act with transparency in all interactions with public officials and/or governmental authorities.
- ✔ Report any attempt at undue influence over our operations.
- ✔ Clarify that any participation or involvement in political (or civic) activities is strictly personal and does not represent Don Ricardo.

Never

- ✘ Use personal influence in governmental or business spheres for personal gain or preferential treatment.
- ✘ Offer or promote favors or advantages outside the legal and ethical framework.

Frequently Asked Questions

Is influence peddling a criminal offense?

Yes. Influence peddling is a criminal offense, as it involves the improper use of personal or professional relationships to obtain benefits or advantages outside the legal framework and carries serious criminal sanctions. For further information, please refer to the Corruption Prevention System.

What types of political activities are prohibited within the Company?

Any initiative or action that involves the sponsorship, endorsement, or involvement of Don Ricardo with political parties, government representatives, State officials, and/or international public agents is strictly prohibited. This includes, among other examples, making donations to political parties, using the Company's communication channels to disseminate political messages, or organizing political events or rallies on Don Ricardo's premises. All participation in political activities must be strictly personal.

3.4.4. Anti-Money Laundering and Terrorist Financing

At Don Ricardo, we avoid engaging in business relationships with third parties (suppliers, clients, or others) that are subject to investigations or suspicions related to money laundering or the financing of terrorism. Under no circumstances shall we receive or accept any promise of cash payments, goods, or other assets that carry the risk of being connected to illegal or criminal activities.

Contenidos:

- **Money Laundering**
Also known as capital laundering, it is the process by which funds obtained from illegal activities are integrated into the formal financial system under the guise of legitimacy.
- **Terrorist Financing**
The act of providing or supplying funds or resources to support terrorist activities.

Framework for Action

Always

- ✔ Verify available information on our stakeholders before establishing any business relationship.
- ✔ Verify the origin of funds and assets before accepting any payment or donation.
- ✔ Report any suspicious activity by our business partners to the Ethics Hotline.
- ✔ Cooperate with the authorities in any investigation related to money laundering or the financing of terrorism.

Never

- ✘ Deal with criminals, engage in money laundering or terrorist financing activities.
- ✘ Under any circumstances, receive or accept any promise of cash payments, goods, funds, or other assets that appear to be – or are at risk of being – derived from illegal activities.
- ✘ Fail to report suspected money laundering or terrorist financing.

Frequently Asked Questions:

How can an employee identify suspicious activities related to money laundering or terrorist financing?

Employees should remain alert to unusual transactions, the nature of the company, its background and date of incorporation, office locations, and any payment requests that deviate from standard procedures. These are some indicators of irregularity that must be reported immediately. Remember to revise the Money Laundering and Terrorist Financing Prevention Policy for further information.

What procedures should I follow if I suspect a client or supplier is involved in money laundering?

You must immediately report your suspicions to the Ethics Hotline. It is essential to act swiftly and responsibly to mitigate any risk to the Company.

3.4.5. Data Protection

At Agrícola Don Ricardo, we protect the confidentiality and security of personal data in accordance with Law No. 29733 and its regulations. We ensure that all information collected has been obtained with the informed consent of its owners and is used exclusively for lawful and contractual purposes.

Key Definitions:

- **Personal Information:** Information that enables the identification of an individual, such as name, identity document, or address.
- **Informed Consent:** The free and explicit authorization of the data subject for the use of their personal information.

Framework for Action

Always

- ✔ Respect all personal information, including confidential and sensitive data of all stakeholders.
- ✔ Handle with the utmost discretion and security the confidential and personal information of Don Ricardo's clients and personnel.
- ✔ Use data exclusively for authorized and lawful purposes.
- ✔ Apply the appropriate security protocols and controls to protect Company data.

Never

- ✘ Disclose confidential Company information without informed consent or proper authorization.
- ✘ Request personal information from others without a clear purpose or without informing them of the reason.
- ✘ Access links from websites or attachments from senders that may compromise the security of Company, client, or employee information.

Frequently Asked Questions

Does the obligation to protect information extend beyond the end of my relationship with Don Ricardo?

Yes. The obligation to preserve the Company's confidential information remains even after the contractual or commercial relationship with the Company has concluded.

3.4.6. Anti-Corruption and Anti-Bribery

At Don Ricardo, we maintain a firm commitment to preventing and combating corruption, in accordance with applicable regulations. Our prevention system establishes clear guidelines to ensure transparency and integrity throughout all our operations.

Framework for Action

Always

- ✔ Report any attempt or suspicion of corruption or bribery through the Company's Ethics Hotline.
- ✔ Comply with the procedures and guidelines of the anti-corruption and anti-bribery prevention system at all levels of Don Ricardo.
- ✔ Maintain clear and accurate records of all commercial and financial transactions.
- ✔ Attend all anti-bribery and anti-corruption training sessions.

Never

- ✘ Offer payments, gifts, or favors that could influence commercial decisions or public officials.
- ✘ Engage in practices that could be perceived as corruption or bribery, even if no formal payment is made.

Key Definitions

- **Corruption:** The act of offering, soliciting, or accepting undue benefits in order to influence labor or commercial decisions.
- **Bribery:** The provision of goods or benefits as an incentive to obtain undue advantages.
- **Bribery of Public Officials:** A corruption offense consisting of offering, requesting, or accepting gifts, favors, or compensation from a public official in exchange for the performance or omission of an act within their official capacity.

Frequently Asked Questions

May I offer gifts to public officials or governmental authorities?

No. It is strictly prohibited to offer gifts, benefits, or any type of incentive to public officials or government authorities, as this practice could be interpreted as bribery or corruption of a public official, which would constitute a violation of this Code and of applicable regulations. For further information, please refer to the Corruption Prevention Policy and the Corruption Prevention System.

What should I do if I am uncertain whether the conduct I have witnessed constitutes corruption or a violation of the Prevention System?

It is important for the employee to honestly report what they observed. If you believe you have witnessed a crime or a violation of the Prevention System, it is preferable to report the incident rather than ignore it, so that the Ethics and Anti-Corruption Committee may conduct an appropriate investigation into the matter.



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