



**Inversiones Jacar, S. A.
"El Faro Estate"
El Palmar, Quetzaltenango**

The company ensures a "**Non-Discriminatory**" employment policy.

Such policy clearly states that Inversiones Jacar, S. A. continually takes positive action to ensure equal opportunity in the conduct of all business activities without regard to an individual's sex, race, color, national origin, religion, disability, age (except for children under the age of 15) and/or sexual preference.

The company ensures the employment applicants or employees a non-discriminatory work environment including: job assignment, occupational training, promotions, compensation, social benefits, affirmative action and/or dismissals.

General Manager

Human Resources

Employee



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The company has a "**Right to Free Work**" policy.

Such policy ensures any employee, whether permanent, crew member, provisional, custom-processing worker, or otherwise, the right to work freely with no fear to work under any pressure, forced labor and/or slaved labor.

Likewise, the use of forced or involuntary labor, whether directly or indirectly by suppliers and/or contractors is unacceptable to the company. Any personnel supplier must abide by such company's policy.

General Manager

Human Resources

Employee



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The company has a "**Free School Education**" policy for the employees' children.

Employees may enroll their children in the private school owned by Inversiones Jacar, S. A. at no cost, because such expenses will be borne by the company.

General Manager

Human Resources

Employee



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The company enforces a "**Prohibition to Impose Monetary Penalties**" policy applicable to permanent, crew, provisional employees, custom workers or any other employee.

This policy clearly determines that it is absolutely forbidden for any company's supervisor to impose monetary penalties on the employees as payment for any non-compliance.

Employees shall not accept such penalty, and have all the support of the general manager to report such act to the Human Resources Division.

General Manager

Human Resources

Employee



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Inversiones Jacar, S. A. takes positive action to ensure that no senior officer or supervisor applies corporal punishment or any physical or psychological coercion to any employee.

General Manager

Human Resources

Employee



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The company has a **"Right to Discuss Complaints"** policy. Such right ensures employees that they have a place to discuss their labor complaints with the general manager, with no fear of any reprisals.

The Human Resources Division refers to the general manager any complaint from the employees, whether written or verbal. The Human Resources Division follows-up such complaint, and ensures the employees that no reprisal will be exercised against them. On the contrary, such division is responsible for making sure that the employee is satisfied with the corrective action carried out by the general manager.

General Manager

Human Resources

Employee



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All employees of El Faro Estate have the support of education and training programs regarding the work performed by them. Likewise, the company will encourage the labor force to participate in such programs.

General Manager

Human Resources

Employee



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Young men and women, pregnant women, and men and women who have not been previously trained are banned from handling, carrying and/or applying agrochemical products.

Employees who may want to work in handling, carrying, or applying agrochemical products must have a license or certificate issued by an outside entity.

The company shall make available to the trained, licensed or certified employees the appropriate protection gear for the application of agrochemical products.

Likewise, the company shall make sure that the employees meet the rules established for their safety in the application of agrochemical products.

General Manager

Human Resources

Employee