

HUMAN RIGHTS

CHARACTERIZATION OF RISK PRACTICES

February, 2022

Risks with employees

Company and value chain

risk practice	Risk characterization	Rights or premises violated
Generate health and safety risks for its workers due to working conditions	Job functions and workplaces are exposed to biological, biomechanical, physical, chemical, psychosocial, and safety hazards that can affect the physical and mental well-being of employees as a result of their daily activities.	<ul style="list-style-type: none"> • Right to health • Right to life • No to torture • Right to work • Right to an adequate standard of living • The right to social security
Promote forced or compulsory labor	Currently, global expansion, consumer expectations and technological advances contribute to economic development. However, on occasion, these dynamics also influence the reduction of working conditions for employees in terms of: number of jobs, wages, working hours and individual freedoms since, in some cases, the social realities of the territories favor mandatory acceptance of these practices.	<ul style="list-style-type: none"> • Right to life • no to slavery • Right to move freely • We are all born free and equal in dignity and rights
Promote child labor	The involvement of children in work activities is directly related to the reduction of their well-being and quality of life due to the risks to which they are exposed and the responsibilities they assume.	<ul style="list-style-type: none"> • Right to life • Education rights • no to slavery • Education rights

Risks with employees

Company and value chain

risk practice	Risk characterization	Rights or premises violated
Link migrant workers in conditions of deprivation of rights	Migrants, due to their various conditions of vulnerability, are sometimes subjected to labor practices that deprive them of their freedoms.	<ul style="list-style-type: none"> • We are all born free and equal in dignity and rights • no to slavery • Right to move freely • Right to an adequate standard of living • Right to life
Discrimination in employment practices	Some industries have historically been dominated by men or stereotypes and this represents an obstacle for women or representatives of minority groups to access hiring, job promotion, benefits and/or pay - equal treatment.	<ul style="list-style-type: none"> • We are all born free and equal in dignity and rights • No to discrimination • Right to work
Censor personal positions or thoughts	The development of an employment relationship implies the delivery of guidelines that tend to materialize institutional desires and build a corporate identity. However, on occasion, these wishes condition or restrict the behavior of the employee, violating individual freedoms through practices such as excessive blocking of content, the denial of spaces for development, the prohibition of the practice of personal beliefs, the adoption of dress codes, among others.	<ul style="list-style-type: none"> • Right to freedom of expression • Right to freedom of thought • Right to work • No to discrimination

Risks with employees

Company and value chain

risk practice	Risk characterization	Rights or premises violated
Violate the freedom of association and representation of workers	The development of an employment relationship implies the delivery of guidelines that tend to materialize institutional desires and build a corporate identity. However, on occasion, these desires condition or restrict the behavior of employees, violating individual and group freedoms through practices such as prohibition and/or censorship of employee associations (for example, unions), reduction of collective bargaining, reduced opportunities for organizational participation, among others.	<ul style="list-style-type: none"> • Right to freedom of expression • Right to freedom of thought • Right to freedom of assembly • Right to work • No to discrimination • Right to life
Violating employee privacy	Organizations have access to the personal information of their employees for various reasons of an administrative, legal and social nature. The management and custody of this information implies an organizational responsibility to prevent data leakage, the improper use of employee information, the absence of privacy protocols for those who have access to the data, the commercialization of the same, impersonation of identities, among other risks.	<ul style="list-style-type: none"> • Right to privacy
Having poor security systems to ensure the protection of assets and operations	The protection of assets and operations is directly related to the need to ensure the physical and mental well-being of employees. To this end, companies must avoid contracting private security providers without certification, surveillance personnel without proper training in the use of force and weapons, among other practices that put people's lives at risk.	<ul style="list-style-type: none"> • Right to life • No to torture

Risks with customers and communities

risk practice	Risk characterization	Rights or premises violated
Undermine health and safety in communities	Business operations can generate detrimental impacts for communities due to the change in social dynamics caused by economic transformation and/or the use of natural resources. Phenomena such as migration and displacement can generate violence; and practices such as mining, improper disposal of hazardous waste, and excessive use of natural resources can put the health and quality of life of communities at risk.	<ul style="list-style-type: none"> • Right to an adequate standard of living • Right to life
Violate the rights of indigenous and local communities: quality of life, land ownership, prior consultation and means of claim	The acquisition/occupation of land or the intervention of the territory and/or the communities, arbitrarily and for private purposes, can affect the rights that the communities have as inhabitants of the territories. In some cases, these practices can lead to forced displacement, resettlement, changes in land use and conflicts involving violence.	<ul style="list-style-type: none"> • Right to property • Right to an adequate standard of living • No to discrimination • Right to culture • Right to defend oneself in court
Discrimination in business practices	Either by implementing commercial strategies, resorting to stereotypes or being the victim of unconscious biases, companies sometimes deny access to services for different reasons (race, language, sex, gender, among others), which constitutes discrimination in practices commercial.	<ul style="list-style-type: none"> • We are all born free and equal in dignity and rights • No to discrimination • Equality before the law

Risks with customers and communities

risk practice	Risk characterization	Rights or premises violated
<p>Promote child labor, sexual abuse, human trafficking and/or prostitution</p>	<p>Business operations can generate detrimental impacts for communities due to the change in social dynamics caused by economic transformation. Phenomena such as migration can generate prostitution, encourage human trafficking and promote child labor in the territories.</p>	<ul style="list-style-type: none"> • Right to life • no to slavery • Right to move freely • no to slavery • Education rights
<p>Violate customer privacy</p>	<p>Organizations have access to their customers' personal information for a variety of administrative, legal, and business reasons. The management and custody of this information implies an organizational responsibility to prevent data leakage, the improper use of employee information, the absence of privacy protocols for those who have access to the data, the commercialization of the same, impersonation of identities, among other risks.</p>	<ul style="list-style-type: none"> • Right to privacy

Risks with society and government

risk practice	Risk characterization	Rights or premises violated
<p>Deforest, reduce biodiversity, deplete and pollute water sources and soils.</p>	<p>The negative impacts that business actions have on the environment directly affect people's health, as this is a necessary condition to preserve human life. These practices can unleash territorial conflicts between those who carry them out and those who are directly or indirectly affected.</p>	<ul style="list-style-type: none"> • Right to an adequate standard of living • Right to life
<p>support autocratic governments</p>	<p>Autocratic governments divide society by limiting the participation and representation of its members. This puts civil security at risk, by turning the territories into theaters of war where the violation of human rights is a tool to try to reestablish social order. In addition, the concentration of power threatens the interests of those who are not considered by those who assume institutional power.</p>	<ul style="list-style-type: none"> • All rights
<p>Affect access to basic services</p>	<p>The impact on access to basic services can cause social phenomena that negatively impact the well-being of populations such as: economic transformations, changes in territorial dynamics, increased inequality, threats to political systems, migration, forced displacement, violence and terrorism .</p>	<ul style="list-style-type: none"> • Right to an adequate standard of living • Right to life

Risks with society and government

risk practice	Risk characterization	Rights or premises violated
Facilitate criminal activities such as fraud, money laundering, terrorism or anti-competitive practices	Participating in criminal activities has direct negative impacts on the well-being of society since it ignores legal norms, breaks ethical agreements, generates violence and, therefore, puts people's lives at risk.	<ul style="list-style-type: none"> • All rights
Promote censorship to favor the particular interests of business	The growth of companies is accompanied by the construction of political, economic and social power, which is sometimes used to benefit private interests. Censorship of individuals or the media, for example, is often used in response to critics and constitutes an abuse of power.	<ul style="list-style-type: none"> • We are all born free and equal in dignity and rights • No to discrimination • Right to freedom of expression • Right to freedom of thought
Carry out corrupt practices such as bribery, extortion or payment of commissions to entities or officials for the diversion of public resources	All companies are exposed to corruption risks. Carrying out these practices has direct negative impacts on society since they ignore legal norms, break ethical agreements, generate inequity , promote social unrest and generate violence from the diversion of resources that could be invested in public goods that benefit the well-being of communities. such as health and education.	<ul style="list-style-type: none"> • Right to defend oneself in court • Right to property • Right to adequate standard of living • Education rights

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