

ARTECA respects the human rights of workers and treats all its employees with dignity, as recognised by the international community.

To this end, ARTECA is committed to the following principles:

Child labour

Child labour is not tolerated in any form. In this regard, the employment age for young workers either meets or exceeds applicable legal requirements.

Salaries and benefits

Compensation and benefits are provided in compliance with applicable legal requirements, including minimum wage, overtime compensation and legally mandated benefits.

Working hours

Legal requirements regarding working hours, including overtime, are complied with.

Forced labour

Any form of forced, bonded or compulsory labour, including human trafficking, is prohibited.

Freedom of association

Employees are allowed to communicate openly with management regarding working conditions and practices without fear of reprisal, intimidation or harassment.

The rights of employees to associate freely, to join or not to join trade unions, to collectively bargain, to seek representation and to join Workers' Committees are respected per applicable requirements.

Health and Safety

Employees are provided with a safe and healthy work environment that meets or exceeds applicable legal requirements and industry standards for occupational health and safety.

Harassment

A workplace is provided that is free from any form of employee harassment.

Non-discrimination

No form of discrimination is tolerated regarding employment and occupation. Equal employment opportunity is provided regardless of the employee or applicant's race, colour, age, gender, sexual orientation, gender identity, ethnic or national origin, disability, pregnancy, religion, political affiliation, trade union membership, genetic information or marital status.

Diversity, equality, and inclusion

Establish and develop policies that integrate equal treatment and opportunities between women and men without discriminating directly or indirectly on the grounds of sex, race, colour, language, religion, opinion, origin or any other personal and/or social condition or circumstance. Consider diversity, equity and inclusion in all policies on people management as a transversal factor that is at the basis of all decisions taken in this area.

Minority and indigenous peoples' rights

Respect the rights of minorities, local communities, and indigenous peoples, when it affects them and the lands on which they live, with special consideration for the presence of vulnerable groups.

Land, forest and water rights and forced evictions.

Act in such a way as to minimize harmful impacts on the environment arising from their industrial, commercial and economic operations. Encourage initiatives that promote greater environmental responsibility. Promote the development and diffusion of environmentally friendly processes and technologies. Protect ecosystems, especially key biodiversity areas if affected by its operations, and prevent illegal deforestation in accordance with international biodiversity standards.

Use of private or public security forces

Do not use private or public security forces to protect the business project that may lead to human rights violations due to lack of training or control by the company.

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