



CORPORATE HUMAN MANAGEMENT POLICY

PURPOSE

To establish the principles to attract, develop and retain the human resources in ISA and its companies with clear, respectful, equal and fair employment relations, which lead to an environment of trust, besides fostering human, social and labor development.

PRINCIPLES

- We comply with and apply labor laws and norms related to companies and employees in the countries where we operate, in addition to bilateral and multilateral conventions and treaties and the internal standards of each company.
- We respect the freedom of association and recognize trade unions.
- We value and respect diversity, as well as equal rights and opportunities.
- We actively promote the health and safety of employees.
- We understand and respect the culture of the countries where we operate.
- We promote constant development of the organizational culture as one of the foundations for complying with the strategy established.
- We are committed to the training and professional development of our employees and also support their personal development.
- We promote creativity and innovation. We create environments and conditions to acquire, apply and exchange experiences and knowledge.
- We develop strategies to establish an appropriate workplace that promotes healthy work relations, organizational health, productivity and life balance.
- We offer competitive wages according to market benchmarks.
- Based on the criteria of equality and justice, we offer professional development opportunities that evaluate the employee's performance and contributions to the company.
- We offer benefits and take measures to improve the quality of life of employees and their families.
- We strengthen the development and exercise of leadership in people and their participation in decision-making processes.