



At Grupo PIASA, we firmly believe that the development of our organization begins with the well-being, dignity, and respect of all individuals who are part of it. Accordingly, we are committed to promoting fair, ethical, and **responsible labor practices** across all our operations and throughout our value chain.

We foster an environment where human rights are fully respected, equal opportunity is ensured, and safe and healthy working conditions are upheld. We categorically reject **child labor**, **forced labor**, and **any form of discrimination** or violence, while actively promoting **gender equality**, diversity, and inclusion.

We ensure that our recruitment processes are conducted through transparent and efficient management practices that guarantee equal opportunities, supported by a compensation framework aligned with applicable legislation and grounded in principles of internal equity. We also respect freedom of association and collective bargaining rights, encourage open dialogue with our stakeholders, and support the development of the communities in which we operate.

Through our **Ethics Line**, we reinforce a culture of integrity, transparency, and continuous improvement, ensuring that any individual can confidentially report conduct that is inconsistent with our values.