



IDENTIFICATION

Company: PSH ID: PSH-DRE-REDEV-001 Macro Policy: Responsible Development Policy: Integrated Management (Quality, Health, Safety, Environment and Social Development) Application Level: PSH Area Responsible for Application: Responsible Development Access Level: All staff	Date Of Creation: September 2018 Last Revised Date: November 2025 Next Revision Date: November 2026
--	--

OBJECTIVE AND RELATED DOCUMENTS

OBJECTIVE:

Define the guidelines to fulfill the purpose of Pantaleon Group, to responsibly transform resources into sugar, molasses, alcohol, energy, and other derivatives. At the same time, promote a corporate culture based on ethics, excellence, efficiency, and continuous improvement at all levels of the organization; ensuring quality and food safety, health and safety, the environment, and social and community development, under our sustainability model that we call Responsible Development.

RELATED POLICIES AND STANDARDS:

- Code of Ethics and Conduct
- Responsible Labor Conditions Policy
- Engagement and Communication Policy
- Risk, Audit and Compliance Policy
- Compliance Policy
- Anti-Bribery Policy
- Human Rights Policy

DEFINITIONS

Pantaleon Group:

1. It refers to all those companies and / or subsidiaries in the different countries where we have operations.

Management:

1. The General Managers of each Business Unit, its operational managers, and administrative managers.



FUNDAMENTAL PRINCIPLES

Responsible Development refers to the commitment to execute a business vision that integrates business management, comprehensive well-being of people, sound environmental management, and contribution to our social environment. All actions promoted by Pantaleon Group consider ethical and responsible conduct toward its stakeholders, ensuring care for the environment, health and safety, and the quality and food safety of its products.

Management must ensure that all activities carried out in its operations and businesses are consistent with responsible business management, in compliance with applicable laws and internal policies, applicable regulations, respect for human rights, ethical values, the protection of the health and safety of people, and the care for the environment and the communities where we operate. It is the responsibility of Management to establish and maintain an effective management system that ensures compliance with the objectives of the Responsible Development model.

Management must ensure compliance with applicable legal requirements and voluntary commitments related to the environment, health, labor, hygiene, safety, quality, and food safety applicable to our operations and products. It must also optimize water use, sustainably manage the use and conservation of agricultural soils, conserve biodiversity, minimize the environmental footprint of its operations, and progressively reduce greenhouse gas emissions, ensuring zero deforestation and zero conversion of natural ecosystems and high conservation value areas across all its operations.

Management must be committed to ensuring compliance with customer requirements, as well as ensuring competencies related to food safety, meeting their needs by providing safe and high-quality products. It must also promote a safe and healthy work environment, prevent incidents and injuries, and demonstrate its commitment to strengthening a culture of compliance and anti-bribery in its engagement with stakeholders.

Management must establish accessible and transparent mechanisms for stakeholders to raise complaints or concerns related to operations, ensuring an effective process for handling and remediation.

Management communicates its commitments openly and ensures that mechanisms for engagement and two-way communication with stakeholders are maintained.

The implementation of this policy is the responsibility of all areas of the company, and a leadership and oversight structure has been established to ensure its compliance across different areas and processes.