

Social and Labor Responsibility Policy

ALFOCAN, S.A., is a company with strong ethics and professional integrity, carrying out its activity in alignment with the ideals and values on which it is founded. The main objective of our company is to ensure economic, social and environmental sustainability in the development of its activity, minimizing environmental impact and seeking new forms of circular economy.

Its strong commitment to human capital aims to promote the well-being and comprehensive development of its employees, equal opportunities, career development, work-life balance, as well as training and the integration of new professionals into the labor market. All of this is carried out under strict compliance with unfair competition regulations, applicable labor legislation, labor rights and social security obligations, as well as the voluntary commitments the company has adopted.

In addition, in accordance with ALFOCAN, S.A.'s professional integrity and corporate culture, the company rejects any action involving unfair competition, conflicts of interest, tax fraud, bribery or corruption in any of its forms.

Our policy is based on:

- Respect for human dignity above any other consideration.
- Contribution to the quality of life within the company's environment.
- Contribution to social well-being, individual and community development, in an environment that respects both people and the environment, ensuring professionalism and inherent innovation.

To this end, the actions that demonstrate our social commitment are reflected in five main areas:

1. Environment:
 - Adoption and certification under ISO 14001:2015 Environmental Management System.
 - Development of sustainable fishing and industrial activities.
 - Application of circular economy principles, maximizing the use of resources derived from the company's core activity.
2. Job Creation, Income and Social Security:
 - Strict compliance with applicable labor legislation.
 - Voluntary application of wages above the national minimum wage.
 - Guarantee of occupational health and safety, providing safe working environments and retirement conditions in accordance with current legislation.
 - Promotion of training, learning and professional integration of young people with different abilities.
3. Equal Treatment and Equal Opportunities:
 - Guarantee of equal treatment, pay and opportunities among employees regardless of gender, origin, beliefs, age or condition.
 - Promotion of work-life balance.
4. Equality of Rights and Working Conditions for Employees Performing the Same Tasks and Responsibilities:
 - Employees of supplier and subcontracted companies who carry out activities under ALFOCAN do so under the same labor and social conditions.
 - Professional and personal development plans.
 - Compliance with labor and professional regulations.
5. Commitment to the Ethical Trading Initiative (ETI) Base Code. The organization is committed to respecting and applying the principles contained in the ETI Base Code, ensuring responsible labor practices and ethical working conditions.

Nicolas Roux
General Manager
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