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Social and Labor Responsibility Policy

ALFOCAN, S.A. is a company with high ethics and professional integrity that develops its activity in a coherent way to its ideals and values on which it is based. The main objective of our company is to ensure economic, social and environmental sustainability in the development of its activity, minimizing the impact on the environment by seeking new forms of circular economy.

Its strong commitment to human capital, pursues the welfare and integral development of its employees, equal opportunities, the development of their professional careers, the reconciliation of work and private life, as well as the promotion of the incorporation of new professionals in the workplace. All of this, in strict compliance with the fundamental rights of individuals, current labor legislation, applicable labor and social security rights, as well as other obligations acquired voluntarily.

Furthermore, in accordance with the professional integrity and corporate culture of ALFOCAN, S.A., the company rejects any action of unfair competition, conflicts of interest, tax fraud, as well as bribery and corruption in any form.

Our policy is based on:

- Respect for human dignity above all other considerations.
- Contribution to the quality of life in the company's environment.
- The contribution to the development of social welfare, of the fullness of individual and community life, of a respectful environment for the human being and the environment, guaranteeing professionalism and permanent innovation.

To this end, the actions that demonstrate our social commitment are focused on four main areas:

1. Environment:

- o Assumption and certification in the ISO 14001:2015 Environmental Management System standard.
- o Development of a sustainable fishing and industrial activity.

- o Implementation of a circular economy, taking advantage of the resources derived from its main activity.

2. Generation of employment, income and social security:

- o Strict compliance with applicable labor legislation.

- o Voluntary application of salaries above the Interprofessional Minimum Wage.

- o Security for our employees in the event of maternity, illness, occupational accidents and retirement as established by law.

- o Encouragement of hiring for training and apprenticeship to help the professional integration of young people in need of work experience.

3. Equal treatment and opportunities:

- o Promotion of equal treatment, salaries and opportunities among employees of different gender, ethnic origin, beliefs, political affiliations or convictions.

- o Promoting equal opportunities and social integration of the disabled.

- o Equal rights and working conditions for employees performing the same tasks and assuming the same responsibility.

4. Education: continuous training of employees is a basic aspect in ALFOCAN. The annual training plans, aimed at all groups of the company are as follows:

- o Promotion of personal and professional development.

- o Welcome training to facilitate the integration of new personnel.

- o Refresher and reconversion training: comprised of actions aimed at transmitting knowledge about new technologies, skills and attitudes.

- o Training in Occupational Risk Prevention.

Translation Disclaimer:

Please note that this translation was generated using an automated translation system and may not be completely accurate. We apologize for any mistakes or errors.

Nicolas Roux

Director General

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