



OSI Spain

Procedural Instruction

Id.-No.:

Created/ Effective: 01.01.2013

Dept./ Role HR Spain / HR Manager

Rev.-Date: 14.10.2020

Approved: Plant Manager

Title:

Social Responsibility Policy (ES)

The Management of OSI Food Solutions Spain, S.L. expresses its fundamental commitment to promote social responsibility and good labor practices.

It is our commitment that, in addition to complying with all legal requirements, we address in a transparent and responsible way with society, actions that go beyond them, encouraging the development of their capabilities in the worker through training and continuous improvement, setting fair wages according to real needs, establishing and developing a policy of equality and non-discrimination and maintaining decent working conditions, all with the participation and leadership of our workers and the social environmental that surrounds us.

For this, OSI Food Solutions integrates a management system based on the SA8000 Social Responsibility and Working Conditions Standard and expresses its conformity and commitment to compliance with all the requirements of this Standard, which mainly include faithful compliance with national legislation and any other applicable law, with the standards that prevail in the sector, with other requirements signed by the organization and with this International Standard.

In cases where national legislation, any other applicable law, the regulations in force in the sector, other requirements subscribed by our organization and this standard deal with the same matter, we will apply the disposal most favorable to the workers.

The company declares to respect the principles established in the following international instruments:

- ILO Convention 1 on hours of work (industry) and Recommendation 116 (reduction of hours of work).
- ILO Conventions 29 (forced labor) and 105 (abolition of forced labor).
- ILO Convention 87 (freedom of association and protection of the right of association)
- ILO Convention 98 (right to organize and collective bargaining)
- ILO Conventions 100 (equal pay) and 111 (discrimination in employment and occupation).
- ILO Convention 102 (social security - minimum standard).
- ILO Convention 131 (setting minimum wages).
- ILO Convention 135 (workers' representatives).
- Convention 138 and Recommendation 146 (minimum age).
- ILO Convention 155 and Recommendation 164 (health and safety of workers).
- ILO Convention 159 (vocational rehabilitation and employment for disabled people).
- ILO Convention 169 (indigenous and tribal peoples).
- ILO Convention 177 (home work).
- ILO Convention 182 (child labor)
- ILO Convention 183 (maternity protection /)



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- ILO Code of Practice on HIV / AIDS and the world of work.
- Universal Declaration of Human Rights.
- International Covenant on Economic, Social and Cultural Rights.
- International Covenant on Civil and Political Rights.
- United Nations Convention on the Rights of the Child.
- United Nations Convention on the Elimination of All Forms of Discrimination against Women.
- United Nations Convention on the Elimination of All Forms of Racial Discrimination

Likewise, OSI Food Solutions is committed to:

- Review this policy, periodically, to continuously improve, taking into account changes in legislation, the requirements of our code of conduct and any other requirement of the company;
- Observe that this policy is effectively documented, implemented, maintained, communicated, accessible and understandable for all personnel, including directors, executives, management, supervisors, and workers directly employed, hired by the company or who, in any way, represent this;

This policy is known to our staff and is available to the public, to our clients and is also communicated to our suppliers, to anyone working on our behalf and, in general, to all our interested parties.

Jose María del Río
Managing Director - OSI Food Solutions Spain, S.L.
(October 2020)