

HUMAN RESOURCES POLICY

For “Bodegas y Viñedos La Esperanza S.A.”, strengthening its organizational culture through a solid ethical commitment—in which respect for the dignity of every person constitutes an essential value—is fundamental. Our purpose is to ensure that every action is carried out responsibly and that relationships with all stakeholders are built on transparency.

We constantly invite new team members of Bodegas y Viñedos La Esperanza, as well as contractors and partner organizations, to join us in maintaining this ethical challenge—a cornerstone of our work culture that drives us toward shared goals such as corporate social responsibility.

Our organization aspires to sustain its legacy and ongoing contribution over time, maintaining a firm commitment to respecting people, ensuring process transparency, and acting with integrity in every endeavor. This is BVLE’s commitment, and this is how we operate.

Core Principles:

- 1 Respect and Compliance with Applicable Law:** We act in accordance with the Declaration of Human Rights, ensuring compliance with its principles for both our employees and those of contractor companies. We promote a culture of integrity and high ethical standards across all labor relationships.
- 2 Equal Rights and Responsibilities:** We recognize equal rights and responsibilities for all individuals as an ethical imperative, regardless of gender, identity or sexual orientation, age, disability, race, ethnicity, religion, economic status, or any other protected conditions.
- 3 Non-Discrimination:** We guarantee that all individuals are treated without arbitrary discrimination at every level, ensuring that employment, development, and career advancement opportunities are based solely on merit, qualifications, and capabilities.
- 4 Rejection of Child and Forced Labor:** We reject all forms of child, forced, and compulsory labor, as well as any manifestation of modern slavery.
- 5 Conditions for Sustainable Development:** We foster safe and respectful work environments grounded in honesty, teamwork, and the progressive reduction of operational risks.
- 6 Work-Life Balance:** We advocate for the importance of personal life outside the workplace, striving to support a healthy balance between work responsibilities and personal well-being.

Alejandrina Serer
Gerente General
Bodegas y Viñedos La Esperanza
S.A.