



No Deforestation, No Peat, No Exploitation Policy (NDPE)

Goal:

Cailà & Parés, s.a. recognises that developing a no deforestation, no peat and no exploitation policy makes a key contribution towards making industry more sustainable, preserving the ecosystems from deforestation and other negative impacts, and respecting and protecting human rights and those of local communities.

Cailà & Parés, s.a. is therefore taking part in the building and strengthening of sustainable supply chains in collaboration with other producers, distributors, end consumers, non-governmental organisations (NGOs) and other industrial stakeholders, and ensuring compliance with our NDPE policy.

Scope:

The provisions set out in this policy apply to:

- All operations that **Cailà & Parés** manages independently or that are outsourced, regardless of its degree of participation.
- All third parties acting as our suppliers or with which we have a business relationship.

Cailà & Parés pledges to comply and ensure compliance by all those involved with the principles set out in this policy:

1. No Deforestation

1.1. No to the promotion of new plantations in high carbon stock forests

- **Cailà & Parés** recognises that primary forests, high, medium and low density and regenerating forests, as well as high carbon

stock (HCS) forests shall not apply to the plantations in production.

- We understand and support the studies currently in progress to identify areas with high carbon stock (HCS), which must be protected.

1.2. No to the development of plantations in high conservation value (HCV) areas

- **Cailà & Parés** pledges to support and work with the competent authorities in ensuring the identification and protection of high conservation value areas with regard to flora and fauna.
- In the case of palm cultivation, **Cailà & Parés** pledges to support and collaborate in the implementation of the best international practices for the identification and management of HCV areas, in accordance with the "2018 Principles and Criteria for the Production of Sustainable Palm Oil".
- New plantations shall adapt to the RSPO New Planting procedure of November 2015.

1.3. Reduction in atmospheric pollution and in greenhouse gas emissions.

- **Cailà & Parés** pledges to defend the "no burn" policy as a practice in the preparation of new planting, replanting or any other development.
- **Cailà & Parés** will continue in its commitment for the progressive reduction of greenhouse gas (GHG) emissions in our operations, wherever applicable.

2. No to the development of plantations on peatland

2.1. No development of plantations on peatland, regardless of its depth.

Cailà & Parés, s.a.

OLEOCHEMICALS MANUFACTURER

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Cailà & Parés pledges not to accept any development on peatland, regardless of its depth. Peatland is a soil that contains more than 65% organic matter.

2.2. Best management practices for existing peatland plantations

Cailà & Parés pledges to only accept the use of plantations established in peat in the past if they comply with the best management practices, as defined by peat experts and by the RSPO.

3. No to the exploitation of people. Respect for the rights of communities.

3.1. Respect and support the international principles on human rights and applicable local laws.

- **Cailà & Parés** pledges to respect and support the United Nations Global Compact, abiding by the governing principles of the United Nations on Businesses and Human Rights, and the fundamental principles and rights at work of the International Labour Organization.

3.2. Respect land tenure rights

- **Cailà & Parés** pledges to respect and recognise land tenure and property rights in accordance with the voluntary guidelines of the Food and Agriculture Organization (FAO), and shall recognise duties and responsibilities associated with them, such as respect for the long-term protection and sustainable use of land, forests and fisheries.

3.3. Respect the rights of indigenous and local communities

- **Cailà & Parés** pledges to respect and recognise the long-term customary and individual rights of indigenous and local communities, and commits to ensuring legal compliance as well as international best practices in FPIC are implemented.

3.4. Respect and recognise the rights of contract, temporary and migrant workers

- **Cailà & Parés** pledges to respect and protect the rights of all workers, including temporary and migrant workers, in accordance with the Universal Declaration of Human Rights and the International Labour Organization.
- **Cailà & Parés** pledges to support the prohibition of human trafficking, and illegal, abusive, forced and child labour, in collaboration with our suppliers/subcontractors to prevent and address these practices throughout the supply chain.
- **Cailà & Parés** pledges to ensure that all workers are respected and treated equally, regardless of their age, ethnicity, gender, language, local customs, physical ability, race, socio-economic status, religion, sexual orientation, gender identity and expression, contractual or migratory status
- **Cailà & Parés** recognises, respects and defends the right of workers to join and to form trade unions or to collectively bargain without this leading to any kind of discrimination of the workers or of their trade union representatives.
- **Cailà & Parés** pledges to uphold an ethical, transparent recruitment process in the contracting of temporary or permanent employees, including the use of private recruitment services or employment agencies, or when recruiting directly. We forbid any kind of unlawful retention of the personal documents of job applicants.
- **Cailà & Parés** guarantees that its workers, including those managed by subcontractors, shall receive a wage that is equal to or higher than the legal minimum wage, and that they shall receive full, clear information on the working conditions, payment conditions, working hours, holidays and all the benefits included in the contract, and requires that its suppliers guarantee the same.

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- **Cailà & Parés** pledges to keep the workplaces in the best safety conditions, taking measures to protect all employees and contractors from occupational health and safety risks and to guarantee adequate assistance and coverage for workers in the event of work-related illnesses and injuries.
- **Cailà & Parés** forbids harassment, intimidation and the use of violence by any employee, supplier, third party and contractor during their work or when performing any activity on behalf of Cailà y Parés. The necessary preventive and corrective measures shall also be adopted, including disciplinary or commercial measures, support for independent investigations, mediation proceedings, and cooperation with the authorities where said incidents are identified. Measures shall also be taken to protect the anonymity of the individuals or groups reporting through our workplace harassment protocol.

4. Resolve all complaints and conflicts through an open, transparent and consultative process

- **Cailà & Parés** pledges to continue to develop and maintain processes for the responsible handling of all complaints at local, regional, national and international levels. These processes shall be developed, updated and improved according to the requirements of stakeholders, and shall be made available where appropriate.
- **Cailà & Parés** pledges to promote and actively support the responsible resolution of any conflicts. This shall include working with relevant stakeholders, such as the RSPO grievance panel, to ensure that conflicts due to breaches of Free, Prior Informed Consent (FPIC) are resolved through mutually agreed

processes that respect the customary rights of small communities and individuals.

We expect all companies related to our operations within the supply chain of goods and services to commit to and participate in the application of the basic provisions of this policy.

Cailà & Parés shall indefinitely suspend contractual relationships with suppliers that have been identified as being in breach of the principles set out in this policy and that fail to take immediate corrective measures. However, regardless of the corrective action, we shall not do business with those that are repeatedly in breach of this policy, and they shall be placed on a supplier blacklist.

Cailà & Parés shall continue to permanently review this policy and its plans for internal implementation. As new information and knowledge arises, **Cailà & Parés** shall adapt and improve the procedures in line with our goals to protect forests, peatlands, local communities, workers, and human rights.