

PRINCIPLE	COMMITMENT	SYSTEM	INITIATIVE	PERFORMANCE
<p>Principle 3 Uphold the freedom of association and the effective recognition of the right to collective bargaining</p>	<p>Copagaz fosters harmonious labor relations, respecting all rights gained by the workers and always taking into account the Company's efficiency and competitiveness.</p>	<p>Freedom of Association</p>	<p>100% of our employees are unionized.</p>	<p>All employees must sign a formal commitment instrument, stating their awareness, agreement and adherence to the Code of Conduct.</p>
		<p>Code of Conduct</p>	<p>This document sets forth the Company's ethical and behavioral standards, consolidating and updating a wide set of principles, norms and procedures that has been respected since it was founded.</p>	
		<p>Harmonious Labor Relations</p>	<p>Our Code of Conduct explicitly states the Company's intention of fostering harmonious labor relations, always taking into account efficiency and competitiveness issues in the markets it operates.</p>	
		<p>Ethical Conduct Committee</p>	<p>Consisting of the managers from the Human Resources, Auditing and Legal areas, its goal is to centralize the issues raised by employees, customers and suppliers.</p>	<p>The Ethical Conduct Committee verifies and evaluates all violations of the Code of Conduct, promoting the respect for labor rights.</p>