EMPLOYEES POLICY

This policy applies to all employees and in all aspects of employment: selection, recruitment, training and development, compensation, and benefits, promotion, offboarding, etc. with the intention guaranteeing that Blendhub is a happier and safer place for all to work at.

- Equal Opportunities Employer: All HR our decisions are based on job criteria, inclusiveness, equity and fairness, we don't tolerate discrimination against protected characteristics (gender, age, sexual orientation, race, nationality, ethnicity, religion, disability, veteran status, etc.)

- Diversity: We at Blendhub respect and welcome diversity. We understand everyone is unique and have different social and cultural backgrounds.

- Internal Equity: Within equal opportunities, to guarantee that the company is as fair as possible, Blendhub is committed to managing the organization based on equity. This means that the way we manage our people. We give each member what they deserve, no more, no less, as well as treating everyone equally by taking into account their differences and respecting each one of them.

- We are open, we are anywhere: This company is comprised of people whom every day strive to apply corporate values to small things to achieve big objectives. By combining talent and experience, BH members can achieve significant challenges together. BH's work style and company culture are transparent, and they are everywhere. For this reason, BH's team is open and anywhere.

- Service Provision: In Blendhub there are permanent and temporary workers that provide their services part-time and full time. Also, Blendhub outsources some services to third parties.

- Open doors policy: BH promotes an open-door policy, not just in HR, but also in every department, to improve communication and continuous improvement throughout the organization.

- Passion for food: BH is anxious to grow in a such complex world. What moves its member is its passion to help make the agri-food industry a more sustainable place for everyone. In this company there is a shared common interest, to make a social impact of the industry in people's life, over the years, we have learned to be less hierarchical and rigid, and to be more autonomous, participative, with dialogue.

- Employee Experience: We want our employees to feel engaged and motivated in the workplace. One of the tools used is the emotional salary, a concept associated with the employee's retribution but that includes non-economic issues, with the purpose is also to satisfice his personal, family, and professional needs.

  It is very important for an employee's good work that this one be motivated and has a satisfaction in his job to achieve continuous improvement and profitability reacting effectively to the changes that arise and ensuring we retain our talent.

- Culture of constant improvement: BH promotes day by day improvement, learning from others and fostering an environment of freedom in which the opinions of others are considered, even if they are different from ours so that we can improve and move forward together.

  We want our employees to carry out their activities thinking about the future and the personal and professional growth of colleagues, BH and themselves.

- Management responsibility and leadership: Executives and managers of the company must be a benchmark of its principles and values. We understand that people who are in management positions are the leadership model of what we look for in our employees.

  Everyone at BLENDHUB must be responsible and behave honestly, but this responsibility is proportional to the position held in the organization. Therefore, managers must be aware of the effect that their behavior can have on their collaborators and be an example for them.

- Work and family life conciliation: This company is committed to facilitating balance between work and family life, and believes flexibility is key.

- Employee discipline: Disciplinary policies are to follow all legal requirements and ensure every member of BH is treated fairly and consistently. There should be written disciplinary procedures for misconduct or non-satisfactory performance.

- Recruitment & selection, hiring and promotion: Our decisions related to selection, hiring and promotion must be based on objective criteria (merits, aptitudes, capacities, etc.), which will ensure:

  - We identify those people who best fit the profile and needs of the post to be covered, good performance of responsibilities and functions, and maintain an open attitude towards diversity.

- Training & development: We owe our success to our employees. To show our gratitude, we will invest in their professional development. We want our employees to feel safe to improve their efficiency and productivity. We must ensure our sustainable business model by providing our talent with the appropriate skills on an ongoing basis that enhance their performance, professional growth, and retention.

- Performance Management: All Blendhub employees have a role and responsibilities, and specific objectives, which should drive efficient and effective results. Managers must provide their collaborators with actionable and timely feedback on their work. Blendhub should invest in development opportunities that help its employees grow professionally, and also, recognize and reward Employee's work in financial or non-financial ways fairly and justly.

- Compensation and benefits: Every member of the organization will be compensated based on their roles, responsibilities, objects, and results. Blendhub should always remunerate it's employees fairy and without any discrimination.

- Digital disconnection: We must recognize that workers have a right to "digitally disconnecting" when necessary and creating healthy habits when using digital devices. BH will provide all the tools necessary so that their employees can develop their own "well-being".

  Without an adequate delimitation between work and rest time, the phenomenon of flexibility in the provision of work can generate confusion between the professional and personal life, with important consequences for our worker's quality of life due to technological overexposure.

  For this reason, we consider that advances in digital technology should not hinder such conciliation, making respect for rest time, leave, and vacations a right of workers and a strategic objective for the Company.