

# Sustainability and Innovation Policy

At Montecon we work with a triple impact in mind: economic, social and environmental, seeking to set the benchmark and to inspire others. We conduct our activities creating value for our people, our customers, our suppliers as well as for the communities of which we are part of. We propose the creation of Shared Value, where we are able to combine our business success with the social progress of the communities where we operate.

We envision innovation as the necessary path towards sustainable development. Sustainability challenges offer enormous potential for innovation and creativity to build a fairer and more balanced society. We define our values as the pillars on which to build our sustainability strategy: Safety, Passion, Excellence and Integrity are the cornerstones of our essence.

We share below our commitments for Montecon's sustainable development.

## Social development

Our people are the main driving force of our organization. We are committed to contributing to their professional and personal development, improving their quality of life, taking care of their integrity, health and favoring an excellent place to work. We wish to promote the social development of the communities with which we interact, aiming to provide employment opportunities, educational and cultural growth, space for entrepreneurship and supplier's development. We seek to inspire others along the way.

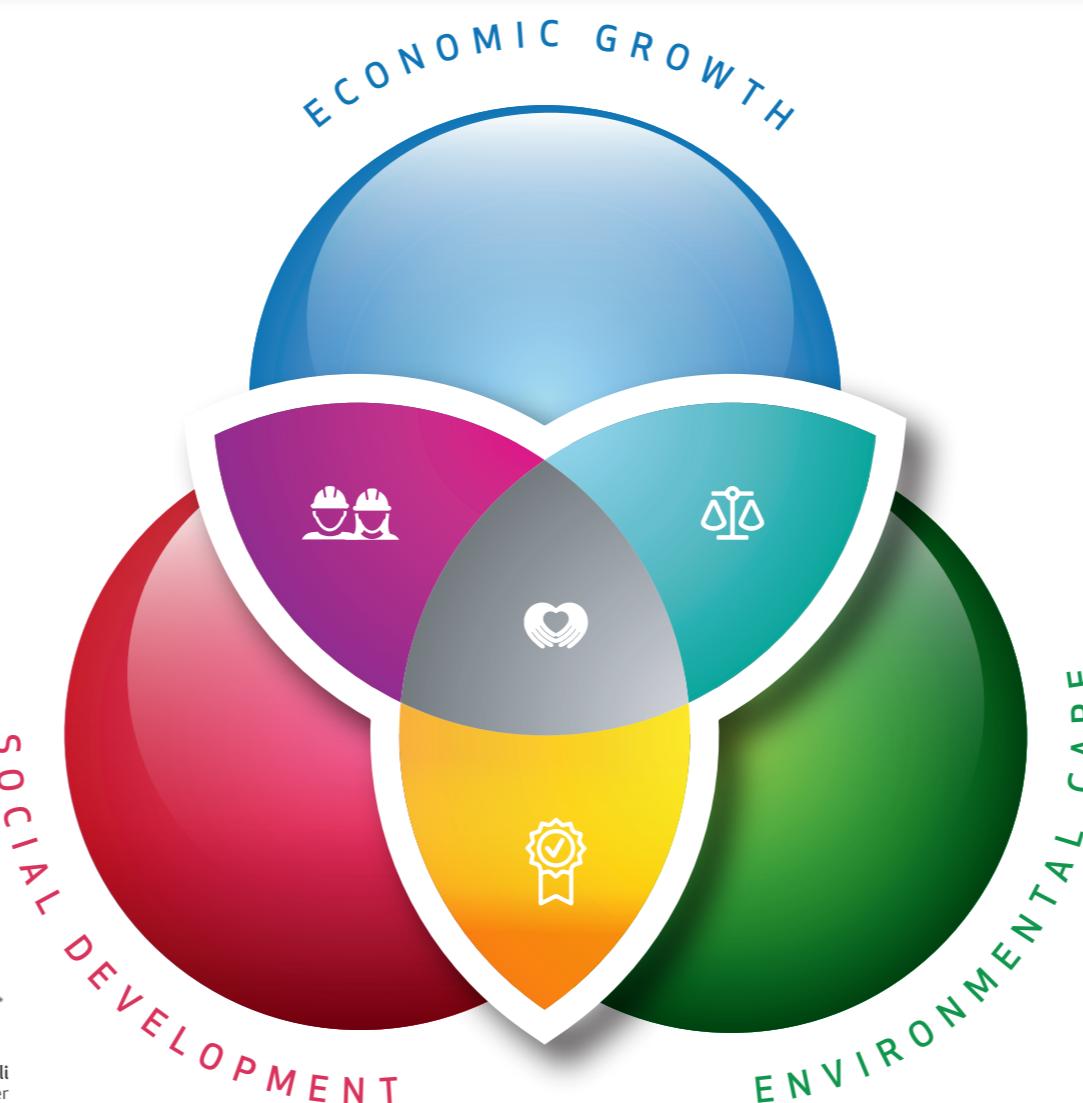
## Commitments

- To provide for the development of employees by valuing merit and diversity.
- To provide safe and healthy working conditions for the prevention of injuries and health deterioration caused by work.
- To eliminate hazards and reduce risks to the safety and health of workers.
- To ensure compliance with legal provisions and other work safety and health requirements undertaken.
- To promote the participation and consultation of workers and their representatives.
- To create shared value for the communities.
- To provide for the development of suppliers



Martín González Grisolí  
CEO / General Manager

8 April 2022



## Safety

Our commitment is to protect life and the environment under all circumstances.



## Integrity

Acting true to our deepest values and convictions, maintaining consistency between what we say and what we do.



## Excellency

Continuously trying to improve what we do.



## Passion

We are driven by the energy of working with joy and creativity, taking on every problem as a challenge.

## Economic growth

We aspire to offer services with the highest quality standards, ensuring cost-effective management. We wish to contribute to the development of Uruguayan foreign trade, the Port of Montevideo and the country as a whole. We seek to foster relationships of trust and dialogue with our stakeholders, enabling the creation of shared value. We are committed to innovation as an engine for development. We encourage consultation, participation and input from everyone, aiming at continuous improvement.

## Commitments

- To deliver excellence in services.
- To ensure cost-effective management.
- To manage our stakeholders.
- To promote a robust ethical management.
- To innovate in processes, services and technological tools, towards sustained improvement

## Environmental care

We focus our management on reducing the environmental impact of our operations. We innovate to make more efficient use of resources. We undertake to protect the environment, focusing on preventing pollution and promoting environmentally friendly operations.

## Commitments

- To promote a culture of environmental care.
- To promote eco-efficiency opportunities.
- To reduce our carbon footprint.
- To ensure compliance with legal and other environmental requirements undertaken.



**MONTECON**

PUERTO DE MONTEVIDEO | We are driven by Uruguay