

# POLICY GUIDELINES

# Content

<b>ALIANZA TEAM BEHAVIORS AND PRINCIPLES TO NURTURE A BETTER TOMORROW</b>	<b>2</b>
OUR FRAMEWORK OF ACTION	3
WHAT WE ARE	4
OUR VALUES AND BEHAVIORS	4
2030 VISION	5
INTEGRITY LINE	6
 <b>ALIANZA TEAM PEOPLE CODE OF CONDUCT</b>	 <b>7</b>
Alianza Team and its People	7
Alianza Team and its Business Partners	9
Alianza Team and its Competitors	11
Alianza Team and the Community	12
 <b>PROGRAM AND POLICY DEVELOPMENT</b>	 <b>14</b>
1. Alianza Team's Corporate Governance Structure	14
2. Ethics and Compliance Program	15
3. Internal Labor Regulations	16

4. Alcohol, Tobacco and other Psychoactive Substances Policy	17
5. Comprehensive Management	17
6. Policy Commitment against food loss and waste	18
7. Fiscal Policy	20
8. Human Rights Policy, Diversity, Equity and Inclusion Policy	20
9. Procedure for Investigating Conflict of Interest, Corruption and Fraudulent Conduct	22
10. Risk Administration and Management Policy	23
11. Intellectual Property and Regulatory Affairs Policy	24
12. Information Security Policy	25
13. Personal Data Policy	26
14. Policy on Self-control and Integrated Risk Management System for Money Laundering, Financing of Terrorism and Financing for the Proliferation of Weapons of Mass Destruction (SAGRILAFT)	26
15. Responsible Purchasing Policy	27
16. Supplier Code	34
17. Voluntary Agreement for Zero Deforestation in the Palm Oil Chain in Colombia	34
18. Health and Nutrition Commitment	35
19. Packaging Commitment	35
20. Commitment to Self-Regulation in Advertising Directed to Children Under Twelve Years of Age	36
21. Product Labeling Commitment	36
22. Social Development Programs	36

# ALIANZA TEAM BEHAVIORS AND PRINCIPLES TO NURTURE A BETTER TOMORROW



Our genuine interest in nurturing a better tomorrow has made us work every day with transparency and integrity. To achieve this, we have declared 4 work fronts in our 2030 Vision, which inspires and guides us for the future: our people, communities, value chain and planet, understanding the importance and impact we generate in each of these to promote sustainability in the economic, environmental and social spheres.

The impact we are achieving by generating prosperity in the areas where we are present, enhancing people's talents, and being allies from the outset -in the production, transformation, and evolution of our products and services- inspires and guides us for the future to continue making a difference, building long-term trusting relationships with our stakeholders. In this document we publicly declare the principles and values that guide our actions and the way in which we make them tangible in our operations, through the company's policies, corporate commitments and guidelines.

We are convinced that by remaining faithful to these principles, in collaboration with our partners along the value chain, we will continue to demonstrate that we are Stronger as Allies. In addition, our shareholders will continue to have confidence in their investment, our suppliers and customers will continue to find opportunities for collaborative development, the communities present in the areas of direct and indirect influence will continue to see us as allies for their development and well-being, as will our employees and their families, who will continue to feel proud to be part of this great organization.

I invite you to get to know and live these distinctive principles to build a more prosperous and hopeful world in which, together, we nurture a better tomorrow.

**Luis Alberto Botero B.**  
Presidente y CEO Alianza Team

# OUR FRAMEWORK OF ACTION



At Alianza Team, we are guided by a higher purpose: Nurturing a better tomorrow. And we do this through three pillars of impact:

- Empowering Talent: We recognize that each individual has unique skills and potential that deserve to be developed. We provide support tools for professional growth and personal well-being, enabling them to surpass their own limits.
- Allies from the Origin: We work from the origin of our products and solutions; their production, transformation, and evolution, strengthening our value chain and triple impact.
- Generators of Prosperity: We believe in comprehensive prosperity, achieving collective growth and development in society and the environment.

We know that we cannot achieve this alone, which is why our three pillars of impact are based on collaboration and unity. Every alliance we form is an opportunity to multiply our impact. That's why it becomes our corporate philosophy: Stronger as Allies.

This way of operating and acting materializes in concrete actions where we are stronger as allies for:

- Our people: We invest in the development and well-being of our employees.
- Communities: We support projects that seek to improve the quality of life of the communities where we operate.
- Value chain: We work with our suppliers to create a sustainable and responsible supply chain.
- The planet: We implement practices that allow us to reduce our environmental impact.

At Alianza Team, we are committed to building a better future for all.

We have three strategic levers that enable the growth of our businesses, aligned with the organization's four action fronts:



Learn more about Alianza Team innovation strategy [here](#).

# WHAT WE ARE

•We are agile and innovative

- We challenge the status quo.
- We seek and learn from change with resilience.

- We are allies in making a difference With depth of knowledge

- We offer solutions that transform our environment

-We are safe, reliable and transparent Committed to positively impacting our stakeholders by always fulfilling our commitments.

• We are optimistic and enterprising

- We live with passion and courage, our conviction to generate value throughout our value network

# OUR VALUES AND BEHAVIORS:

**Honesty:** Our relationships are developed in an environment of trust and harmony, because they guarantee support, security and credibility.

**Ethics** Our interactions, actions and decisions are in accordance with the upright behavior required by the community in which we interact.

**Responsibility:** We are accountable for our commitments to the organization, to others, and to ourselves.

**Respect:** We consider and treat people well, recognizing their dignity and individuality, regardless of their gender, nationality, sexual preference or identity, religion, ethnic origin, social status, political ideas, disability or any other circumstance of a similar nature to those already mentioned.

Contractors and Suppliers are also expected to maintain respectful relations with Employees and other Contractors and Suppliers of Alianza Team, in full compliance with the rules that regulate and prohibit harassment at work, whether physical, psychological or of any other kind.

**Loyalty:** We are always trustworthy.

**Irreverence:** We promote and believe in being able to communicate to our peers, leaders or even our superiors, what is not correct with total respect, honesty and responsibility.

- We understand our business, the environment in which we operate and understand the market strategically.
- We are passionate about growth and fulfilling our commitments to our partners. We ensure that our business grows profitably and maximizes the value of the company.

- We build valuable relationships, act with ethics, commitment and with the premise of having transparent relationships within the framework of applicable legal compliance.
- We are aware of our impact in the environment in which we operate. Therefore, we ensure that our processes are sustainable and with the highest standards. We act consciously to leave a better world for future generations.
- We guarantee excellent customer service. Therefore, we understand and anticipate the needs of the market by delivering valuable solutions.
- We believe that every employee wants to unleash their full potential, so we promote a culture of self-management, learning, development and performance in our people.
- We actively work to be a great place to work.

# 2030 VISION

Under our higher purpose of nurturing a better tomorrow, we declare our 2030 Vision as a guide to ensure the sustainable growth of the organization, aligned with the Sustainable Development Goals of the United Nations 2030 Agenda, under a collaborative work philosophy where, together with our allies, we achieve more and better results to accomplish the positive transformations we seek throughout our entire value chain.



The fulfillment of this vision will be possible thanks to innovation, digital transformation, adoption of emerging technologies, a robust culture of measurement and reporting, and strategic and continuous communication with our internal and external stakeholders.

We set the following objectives considering the desired level of engagement with various stakeholders, working daily with respect, transparency, trust, and coherence with these guidelines to generate prosperity.

**Shareholders:** To be an excellent investment in financial and reputational aspects that ensure corporate sustainability and a positive impact on society.

**Employees:** To be the best place to work, guaranteeing a healthy, safe and productive environment for professional and personal growth.

**Clients:** To solve unmet needs of our customers and add value to their brands and businesses through innovation, flexibility, reliability and exceptional customer service.

**Communities:** Expand access to learning and development opportunities through strategic partnerships within the framework of our social development programs.

**Suppliers:** Ensure fair and transparent negotiations and relationships, promoting their development to grow together.

**Special allies:** Contribute to the strengthening of our value chain and society through our expertise and participation to generate mutual benefits.

**Consumers:** To offer products that meet the needs at different times of consumption through innovation, quality and availability.

**Government and local authorities:** To be an ally for development in the countries where we operate, fulfilling our obligations responsibly and transparently.

**Media and opinion leaders:** To ensure lasting relationships based on trust, respect and coherence, in order to strengthen our corporate reputation.

## INTEGRITY LINE

Available to all our stakeholders as the main grievance mechanism to communicate their concerns and complaints, anonymously if they wish, regarding suspicions or events that violate these guidelines and in general, any legal provision or requirement.

The integrity line is managed through an external operator, a specialized third party that guarantees the confidentiality of the reports to the extent that the complainants so wish, and an effective service available 24 hours a day, 365 days a year.



<http://teamfoods.alertline.com>  
Colombia 01800 911 0011  
Chile 800 360 312  
México 01800 288 2872  
United States of America :888 265 9894

Once connected, type 888-265-9894 and select the language.

The informant receives a case number and pin to return to the system to receive feedback. You may also direct the report to the Compliance Officer at [cumplimiento@alianzateam.com](mailto:cumplimiento@alianzateam.com).

The President, the members of the Labor Relations and Integrity Committee and the Compliance Officer encourage employees, suppliers, consultants, contractors, customers and other stakeholders to report issues or behaviors that violate the principles and policies described in this document.

## ALIANZA TEAM PEOPLE CODE OF CONDUCT

Alianza Team employees are committed to:

- Complying with the regulations of the countries where they provide their services and especially those that refer to the protection of internationally recognized human rights, diversity, equity, inclusion, ethical trade and the environment.
- To comply with the standards, policies and commitments declared by the organization.
- Respect the customs and cultures of the countries where they operate within the framework of current legislation.

1. Alianza Team´s Corporate Governance Structure
2. Ethics and Compliance Program
3. Internal Labor Regulations
4. Alcohol, Tobacco and other Psychoactive Substances Policy
5. Comprehensive Management
6. Policy Commitment against food loss and waste
7. Fiscal Policy

## Alianza Team and its People

### Respect for people

The following guidelines are related to the ETI (Ethical Trading Initiative) code:

- We respect people's dignity, as well as their privacy, individual rights and human rights, diversity, equity and inclusion.
- We treat all people equally, regardless of their gender, nationality, sexual preference or identity, religion, ethnic origin, social condition, political ideas, disability or any other circumstance of similar nature to those already mentioned. We do not tolerate any type of discrimination.

- We value and believe in diversity in all levels of government as an opportunity for enrichment and personal and professional growth, welcoming differences in experience, age, culture, nationality, gender identity, religious beliefs, education and thought, among others.
- We maintain a respectful relationship with our colleagues and respect the rules that prohibit any kind of harassment, such as labor, physical, psychological, emotional or sexual and non-sexual harassment..

8. Human Rights Policy, Diversity, Equity, and Inclusion Policy.

Conflict of interest:

For Alianza Team a conflict of interest is a situation in which the interests or objectives of the company are not aligned with the interests of employees or a third party, whether a supplier or customer. Expressed in another way, it is a situation in which the interests of our counterparts are not compatible with the interests of the company.

We understand that at any time a situation may arise that exposes an employee, customer or supplier to a conflict of interest and that this does not constitute a serious offense, however the failure to declare this situation and make decisions nonetheless, does.

Below are some examples of situations that may constitute a conflict of interest. This is not an exhaustive list, as it would be impossible to mention every type of situation individually. However, these examples serve as illustrations: Situations that may constitute a conflict of interest include, but are not limited to, the following:

- When an employee intends to obtain an economic benefit derived from a business relationship with the company for themselves or a family member.
- When an employee participates in activities that compete with the interests of the company.
- When an employee has a romantic affective relationship with another employee, a customer or a supplier that prevents ensuring objectivity in the professional relationship.
- Being a member of boards of directors of competitors, customers or suppliers of the company.

As an organization, we are committed to analyzing each case to determine if it fits within a situation that may generate a conflict of interest, with the intention of taking actions to avoid its materialization.

9. Procedure for Investigation of Conflict of Interest, Corruption and Fraudulent Conduct.

Organizational resources

We monitor, protect and make good use of tangible and intangible resources and assets, since actions such as theft, carelessness, loss, damage, destruction, misappropriation and improper use of these generate losses and damages for the organization.

Intellectual property

Intellectual property, i.e., trademarks, trade names, brands, designs, patents, copyrights, trade secrets, know-how, inventions and technology, are one of the most important assets for the organization.

Handling and Preservation of Information

Confidential information is understood to be any information related to operations, present and future business that if disclosed to third parties would or could jeopardize the proper functioning of the organization and could have economic or strategic effects, adverse to the interests of the organization.

Employees are responsible and diligent with the handling of the information to which they have access and therefore take the necessary measures to avoid the disclosure or leakage of such information to unauthorized persons, either by mistake or with the intention of obtaining a personal benefit. This conduct shall be maintained even after the termination of their employment with the organization.

10. Risk Administration and Management Policy.

11. Intellectual Property and Regulatory Affairs Policy

12. Information Security Policy

13. Personal Data Policy

Alianza Team and its Business Partners

All business and commercial relationships with different people, organizations and governmental authorities, wherever in the world we operate, are governed by ethical behavior, integrity and compliance with human rights, diversity, equity and inclusion and the law.

In dealing with suppliers and customers, we abide by all commonly accepted legal, ethical and commercial standards of conduct, and business is conducted and managed in an appropriate manner, avoiding contraventions of suppliers' codes of conduct or the relevant guidance they provide to their employees.

Conduct towards customers and consumers

The marketing of our products is based on quality, brand recognition, fair pricing, promotional programs and honest advertising practices. To this end:

- Alianza Team People avoid false or misleading comparisons of products or services equivalent or similar to those offered by competitors.
- Promotes customers promotions, prizes and discounts as previously authorized within the law.
- Does not receive, offer or promise money or any good or benefit (valuable or not in money)
- Alianza Team products are differentiated by the added value incorporated in compliance with the commitments declared in Health and Nutrition and Packaging.

Conduct towards suppliers

We will select as suppliers those who share our principles and ethical values and have a solid reputation for fairness, integrity in their dealings and respect for the human rights, diversity, equity and inclusion of their employees and throughout their value chain.

We select our suppliers in a transparent and fair manner taking into account criteria of quality, integrity, profitability, sustainability and service.

Obligations of our employees:

- Refrain from receiving inducements or participating in any activities organized or offered by suppliers that may improperly influence, or appear to improperly influence, your business judgment.
- Receive gifts or participate in supplier events provided that the expenses incurred are reasonable and permitted by law or by known business practices of the supplier. An invitation or gift of no more than US\$50 is considered reasonable. The decision to accept commercial services or participate in events with suppliers must be discussed with the immediate leader or Vice President of the corresponding area, in order to establish the convenience and usefulness for the organization and compliance with the Alianza Team People Code of Conduct here described.
- Is responsible in its relationship with the supplier and therefore performs the purchase management exclusively for the organization, without personal benefit.
- Refrain from offering valuable gifts, advantageous conditions, salaries, trips, commissions or any other form of compensation to suppliers, customers, financial institutions, companies or persons with whom operations are carried out.

Quotations, negotiations and preparation of contracts

Our employees act with transparency, respect, efficiency and honesty in the preparation and study of quotations, in commercial negotiations and in the negotiation for the purchase of goods or services, as well as in compliance with applicable regulations, specifically those related to the prevention of money laundering and financing of terrorism.

Conduct with respect to lobbying and trade associations

Alianza Team does not participate in direct lobbying activities to influence public policies. We participate in trade associations in an active and transparent manner. We seek to promote sustainable business development with a governance, social and environmental focus, such as accelerating climate action in line with the Paris Agreement commitments. For this reason we align our strategy with the United Nations global development agenda to positively impact our people, communities, value chain and planet.

Activities carried out in business partnerships must take into account the following fronts:

- Employees representing the organization shall receive training on the policies described in this document.
- The Procedure for Investigation of Conflict of Interest, Corruption and Fraudulent Conduct is applied in the event of new developments in the actions of employees representing the company in business partnerships.
- There will be a review and monitoring of activities to ensure that they are aligned with international frameworks to which we are committed such as the Global Compact or the Paris Agreement among others.

- 14. SAGRILAFT Manual
- 15. Responsible Purchasing Policy
- 16. Supplier Code
- 17. Voluntary Agreement for Zero Deforestation in the Palm Oil Chain in Colombia.
- 18. Health and Nutrition Commitment
- 19. Packaging Commitment

Alianza Team and its Competitors

We pride ourselves on developing operations at the highest levels of integrity, even in a highly competitive context. We firmly believe in the successful marketing and sale of our products based on ethical, transparent, fair, loyal and legal behaviors. To this end, we are committed to:

- Make statements based on duly supported facts about products and services. In the event of resorting to comparisons, we do so through true and verifiable assertions.
- Respect the confidentiality of trade secrets.
- To win in the market due to the quality and value of our products and our distinctive capabilities.
- Refrain from participating in agreements that seek to limit free competition within the markets in which we operate and use appropriate and transparent means to improve our competitive position in those markets.
- Employees who have contact with representatives of competitors shall maintain a professional attitude, adhering to the principles and values of the organization and taking care of the company's reputation.
- Obtain information from a competitor by legal means.

- 20. Self-Regulatory Commitment on Advertising Directed to Minors under the Age of Twelve
- 21. Product Labeling Commitment

# Alianza Team and the Community

As part of our commitment to sustainability, we are committed to the protection and development of the environment and the social context that surrounds us, and this responsibility is shared by all Alianza Team People.

## Respect and protection of the environment

We work continuously to improve the environmental performance of our direct and indirect operations in aspects related to, but not limited to:

-**Operational eco-efficiency:** We go beyond the requirements of the applicable regulations on emissions, energy, waste, water and the promotion of environmental culture.

-**Circular economy:** We work in comprehensive programs that promote the closing of the cycle and the use of waste and packaging materials, among others.

-**Adaptation and mitigation to climate change:** We support the commitments established through the Nationally Determined Contributions - NDC of the countries in which we are present, as well as the policies and standards for the reduction of greenhouse gas emissions in line with the Paris Agreement, favoring adaptation to manage physical and transition risks under the logic of scenario analysis that allow the development of resilient operations, aligned with global standards.

-**Biodiversity, water and soil management:** We assume this commitment in our own operations and with our suppliers and strategic allies in the value chain with whom we promote the protection, conservation and proper use of resources to ensure a responsible and sustainable supply -especially of agricultural inputs- in compliance with environmental, social, governance and economic (ESG) criteria.

## Respect for the Community

- We are committed to strengthening relations with the surrounding communities based on trust, listening and transparency, led by the local primary teams, and to generating favorable conditions that stimulate and reinforce their development around our operations.

- We are guided by the Alianza Team Relationship Protocol, a reference framework for the reception, treatment, management and response to requests, concerns, complaints and/or claims from any stakeholder, which establishes clear roles and responsibilities for the different teams in the organization.

## Relationship Protocol

- We engage with communities and various stakeholders guided by the following principles, seeking to understand and address the needs and expectations of our stakeholders for the establishment of long-term, mutually beneficial relationships based on trust and transparency:
- The guidelines described in the Policy Directives are corporate in nature and establish the focus areas to be developed locally in different operational zones.
- Local teams authorized at each site are responsible for developing strategic relationships based on their understanding of the local context, operations, and their ability to identify mutually beneficial actions with various stakeholders, consistent with corporate guidelines.
- This local engagement will serve to keep the needs and expectations of different stakeholder groups up to date. The method of engagement will be freely chosen by each team based on circumstances and contexts.
- Various communication channels—verbal and written, physical and digital—can be utilized for this purpose. In all cases, we ensure that reception, handling, management, and response are appropriate to the nature of the communication, ensuring transparency and reliability in the relationship.
- From the values that represent us as Alianza Team people, we clearly and transparently communicate the commitments we can undertake and those we cannot, in accordance with corporate guidelines.
- In any scenario that raises doubts regarding potential reputational impact, it is essential to consult the Corporate Affairs team for proper analysis.
- Continuous exchange of information between local teams and Corporate Affairs ensures the consolidation and quantification of results and impacts generated by various initiatives. This ongoing exchange also ensures that tracking of general needs and expectations of key stakeholders remains current.

## 22. Social Development Programs

### Political Participation

We promote the right of each employee to belong as a citizen to political parties, participate in political committees and support candidates, transmitting to the workforce an environment of freedom of expression, without interfering in the performance of their activities, without representing Alianza Team, without implying a conflict of interest and without making use of the facilities or resources of the organization.

Alianza Team does not participate in politics and refrains from making contributions of any kind to any public official, political candidate, political party or entity for the benefit of the Organization, or with the intention of receiving commercial favors over the competition.

If an employee considers that he/she meets the requirements to be qualified as a Publicly Exposed Person (PEP), as defined in the Policy for Self-Control and Risk Management of Money Laundering and Financing of Terrorism and Financing for the Proliferation of Weapons of Mass Destruction (SAGRILAF), he/she shall notify the Compliance Officer.

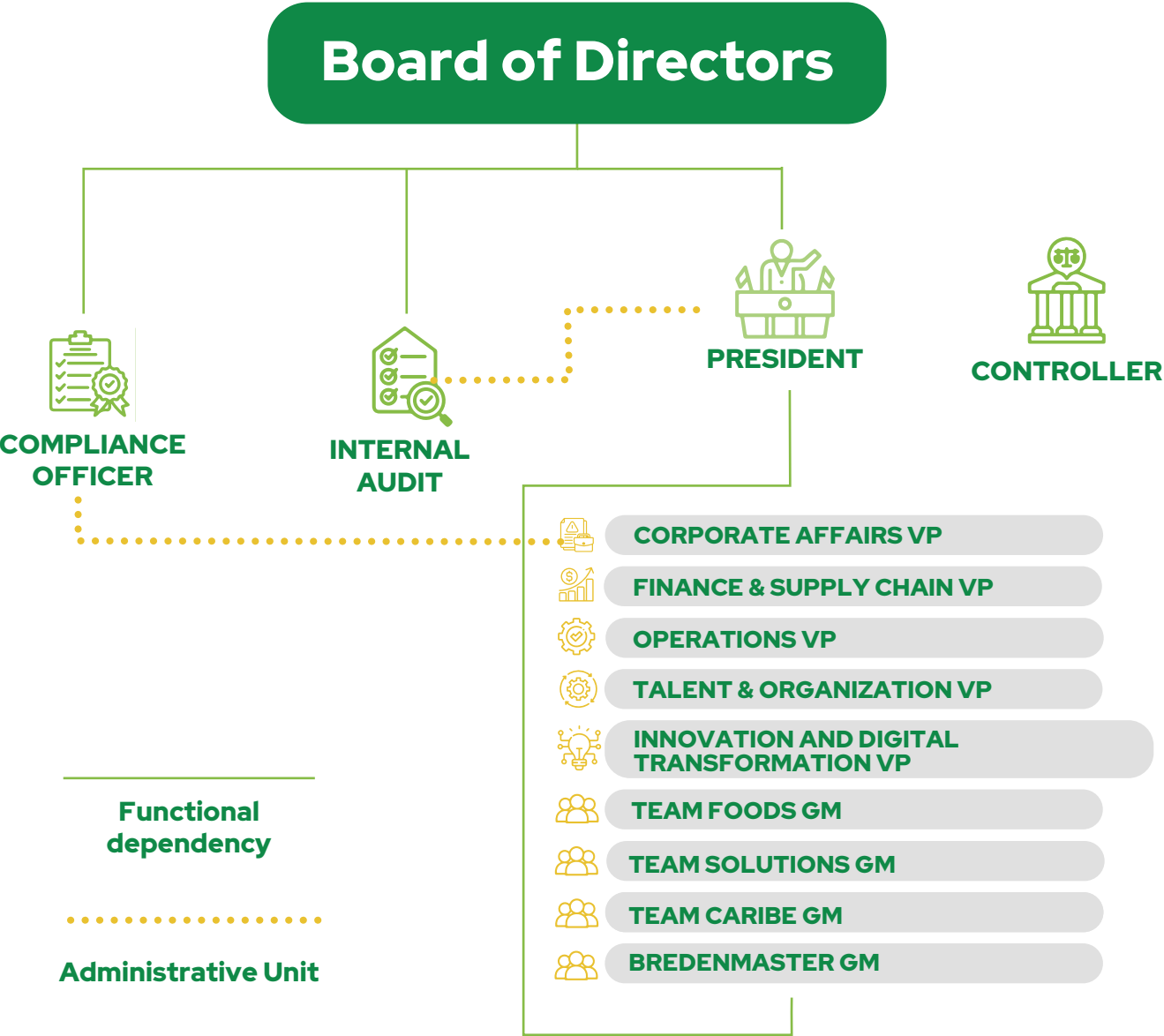
Regarding the relationship with governmental entities, Alianza Team employees

Will attend to the requirements and observations of the authorities, seeking to collaborate effectively and responsibly in the fulfillment of their mission, within the powers granted to them by laws or regulations.

Shall refrain from offering, promising, paying or authorizing the payment of money or anything of value to local or foreign government officials, political parties or candidates with the purpose of influencing the acts or decisions of government officials.

PROGRAM AND POLICY DEVELOPMENT

1. Alianza Team's Corporate Governance Structure



2. Ethics and Compliance Program

We are committed to participating in the market in a loyal, responsible and correct manner, promoting business ethics, defending free competition and protecting the interests of consumers.

We work every day to ensure that all our practices are in line with the legal framework of the countries where we operate, rejecting any situation of corruption, transnational bribery or any other crime or reprehensible conduct, reflecting how we nurture a better tomorrow in a transparent manner.

Documents related to the Program:

- SAGRILIFT Policy
- Travel Expenses Policy
- Risk Administration and Management Policy
- Ethics and Transparency Manual
- SAGRILIFT Manual
- Procedure for Investigating Fraud, Corruption and Conflicts of Interest.
- Supplier Creation Procedure
- Credit Process Management and Control
- Procedure for Hiring Employees

The Program is led by the organization's Compliance Officer, who is responsible for developing, implementing, maintaining, reviewing, leading and managing the Business Ethics and Transparency Program (BETP) in order to prevent, detect or respond to legal, political and ethical misconduct, reporting periodically to the Board of Directors under independent standards on the progress of management. In turn, the Labor Relations and Integrity Committee, formed by the President and CEO, the Financial Vice-Presidency, the Vice-Presidency of Talent and Organization and the Vice-Presidency of Corporate Affairs, supports, consults and advises the Compliance Officer regarding the implementation, monitoring and administration of the same. The Labor Relations and Integrity Committee supports the Program, identifying ethics and compliance initiatives, policies and/or procedures that require improvement and recommendations for improvement..

Alianza Team People acknowledge that they are personally responsible for:

- 1.Ensuring both their own compliance as well as that of the employees they lead with respect to the norms, regulations, policies and procedures that the authorities and Alianza Team adopt for the prevention of corruption or transnational bribery activities.
- 2.Certifying on an annual basis the knowledge of the policies that make up the Compliance Programs within the organization. This certification will be done through the Certificate training platform, once a year, which allows to keep track of the level of coverage of employees trained and certified.
- 3.Complying with the procedures established by the company for those employees in charge of the relationship with suppliers, consultants, contractors and other counterparties in contracting, such as quotations and the conclusion of contracts according to the amounts established within the business relationship.

4.Reporting to the Labor Risks and Integrity Committee, the Compliance Officer, or the Alianza Team Integrity Line possible events of fraud or requests for bribery or transnational bribery leading to corrupt conduct or other situations or improper acts contrary to the Law or Alianza Team's Policy Guidelines, committed or to be committed against the Companies, in order to implement corrective measures as well as to respond appropriately to such requests.

Prior to establishing business relationships with any of our counterparties, the Company will conduct a Due Diligence process to identify, prevent and manage the risks of Corruption and Transnational Bribery, in this way through the Due Diligence we could adequately review the specific qualities of each supplier, customer and contractor, their reputation and their relationships with third parties, obtain elements of judgment to rule out the realization of indirect payments, bribes or gifts, for the establishment of business and trade links.

**3. Internal Labor Regulations**

The Internal Labor Regulations act as an integrating instrument of the guidelines that make up the development of labor relations and promote a proper understanding in its application for our employees. We expect them to assume with responsibility its compliance in all its provisions, both in the rights and obligations that must be complied within the framework of the rules and regulations governing employment contracts and labor relations that govern them.

**We are explicitly committed to:**

-Guarantee equal employment opportunities without any discrimination, avoiding any situation that could be understood as discriminatory based on marital status, sexual orientation, religion, political affiliation or socioeconomic conditions, among others.

-The hiring of all our employees in all countries where we operate is done with a salary above the legal minimum wage in force. We have a measurable commitment within the organization to evaluate whether employees receive a living wage. Likewise, we are evaluating the commitment for contractors and suppliers of the operation.

In turn, we communicate prevention mechanisms in similar or repetitive behaviors that may be understood as misconduct of our employees, reinforcing the appropriation and responsibility of the functional role and impact on work teams and implementing the corresponding disciplinary actions in accordance with the law, as well as the knowledge of the specific functionality of the roles and the evaluation of employees according to compliance with these regulations, along with the awareness of the conditions of the environment that may affect labor coexistence within the labor legal framework and organizational policies (the Internal Labor Regulations are made by country and under the labor regulations of each geography).

**4. Alcohol, Tobacco and other Psychoactive Substances Policy**

Committed to the prevention of risk behaviors and problems associated with the consumption of alcohol, tobacco and other psychoactive substances in order to improve the health, safety and quality of life of our employees, as well as to avoid the impact of legal non-compliance and accidents in the operation.

Alcohol and other psychoactive substances prevention program  
We promote healthy lifestyles and self-care habits through training, awareness and education campaigns for the organization's employees that enable the development of a culture of prevention and self-care.

We have clearly designated responsibilities and roles within this program, as well as prevention activities that help ensure the program's effectiveness..

**5. Comprehensive Management Policy**

We comprehensively identify each of the critical aspects to be taken into account to ensure that our operations comply with our standards, value promise and strategic objectives in each of the organization's operations and throughout the value chain.

Our policy encompasses the company's guidelines regarding quality and food safety management systems, environmental standards, occupational health and safety, and supply chain security.

It applies to all production operations and commercial facilities, work-related travel, products and services, distribution and logistics, and waste management within Alianza Team. Additionally, it extends to suppliers, service providers and contractors, subcontractors, due diligence processes, mergers and acquisitions, which have commercial relationships with the company, and with whom we align service practices.

**Environmental management - Planet:**

We aim for the sustainable use of natural resources and the reduction of pollution, managing risks and opportunities related to climate change and biodiversity throughout our operations and along our value chain, considering actions for climate adaptation.

**Guidelines:**

**1.Prevention of environmental pollution:** Through the management of environmental impacts throughout the value chain, based on the sustainable use of resources and the incorporation of circular economy, climate change, and biodiversity strategies.

**2. Efficient use of energy and water resources** and, in general, of non-renewable resources in all of our operations, with a focus on their conservation and sustainable use. This includes support in the procurement of appropriate products and services as well as design activities that may impact the performance in the use of these resources.

**3. Carbon footprint and air quality:** Reduction of CO2e Scope 1, 2 and 3 emissions generated in our operations, taking care of air quality, mitigating and adapting to climate change in line with the provisions of the Paris agreement.

**4. Solid waste:** Comprehensive management of hazardous and non-hazardous solid waste generated in our operations, containers and packaging throughout the value chain, ensuring the lowest environmental impact and complying with extended producer responsibility.

**5. Environmental culture:** Awareness raising, promotion and strengthening of our comprehensive management policy and actions to reduce environmental impact, involving all our stakeholders (employees, suppliers, customers, consumers, strategic allies, among others).

**6. Biodiversity and no deforestation:** Avoiding operational activities near areas of high ecological value or sites containing globally or nationally significant biodiversity, applying the mitigation hierarchy (avoid, minimize, restore and compensate) by assessing the level of exposure and its potential impacts.

Our environmental management system is based on the principles of the ISO 14000 standard, and compliance is ensured through certification, external third-party verifications from specialized entities such as SMETA, and internal audits depending on the plant. Learn more in

**Our Certifications.**

Quality and safety

We are committed to the satisfaction of our customers and consumers by always providing quality, safe and nutritious finished products under strict compliance with the legal framework through the control of good practices in the value chain, compliance with sanitary regulations, continuous improvement, use of technology to improve productivity and reliability of results and responding to market trends and consumer needs.

We promote programs to improve our food safety performance by measuring, reducing and managing food losses and waste, encouraging their use for alternative purposes such as donations, composting, remanufacturing and sale for use in other industries, among others.

**6. Policy commitment against food loss and waste**

Aware of the relevance of our actions to contribute in this aspect, we are committed to prevent and reduce food loss and waste, focusing on the following aspects:

- 1. Identification and measurement of food loss and waste and the stages of the process where it occurs.
- 2. Reduction of food loss and waste.
  - Optimization of demand and finished product planning.
  - Prioritization of product and by-product reprocessing in internal processes.
- 3. Destination of loss and waste for alternative uses.

- Production of second generation biofuels through our Manos Verdes (Green Hands) collection program.
- Animal feed production or composting processes.
- Awareness raising and alliances with actors in the distribution chain and final sale, making it feasible to donate them to food banks before their expiration date.

No use of mineral oils

Committed to people's health and the quality of our products, we do not use petroleum oils in our processes. Accompanied by HACCP hazard analysis in all our facilities, and working with our strategic allies in our supply chain for the reduction of MOSH and MOAH contaminants, we work to ensure the highest quality standards in our products and services.

Occupational health and safety

Through our Occupational Health and Safety Management System, we ensure the safety and well-being of all our collaborators in each of the organization's operations. We implement prevention programs aimed at promoting healthy lifestyles to foster people's well-being and promote a culture of safety and prevention of occupational hazards among our collaborators, suppliers, and contractors. Under this strategy, we create prioritization plans, work on continuous improvement, strengthen our programs, measure, report, and establish quantitative objectives to improve Occupational Health and Safety (OHS) performance metrics.

- 1. Manage at least 85% of prioritized hazards each year.
- 2. Maintain incident, accident, and illness prevention index above 85% for the respective year.
- 3. Achieve at least 90% compliance in the Health+ and Support+ programs for each current year.

Supply chain security risk control

- 1. Protect the integrity of unit loads to keep the supply chain free of contamination.
- 2. Maintain the necessary control measures to prevent unauthorized access of people to the facilities and protect the company's assets.
- 3. Identify, attend and manage the risks generated by incidents that may occur with personnel, assets and/or facilities.
- 4. To ensure security in the facilities, surveillance and control of the exterior and interior perimeters.

## 7. Fiscal Policy

We are aware of the economic and social impact in the countries where we operate, therefore, we have these corporate scope guidelines that ensure strict compliance with local, national and international tax regulations within the framework of good corporate governance standards, transparency, and our codes of business conduct in all countries where our operations are located. These guidelines, which take into account the guidelines of the Organization for Economic Cooperation and Development (OECD), are implemented through the tax, accounting and financial areas in each country, which are responsible for tax planning and ensuring compliance with tax obligations in each jurisdiction, specifically complying with, among others:

- The arm's length principle in relation to transfer pricing for transactions between related parties.
- No use of tax structures without corporate substance or tax havens or low or no tax jurisdictions to avoid tax effects.
- No transfer of value or incursion in aggressive tax planning practices that erode the tax bases of the countries where Alianza Team operates
- No abuse of DTAs – Double Taxation Agreements in transactions with related parties or third parties that lead to tax evasion practices.

Through our internal and external auditing processes, we verify and evaluate the operations of the businesses and ensure the appropriate tax advice and training as needed, maintaining unity of criteria at the corporate level. Likewise, each operation may independently hire external advisors for the annual review of the income tax returns it considers of interest or specific tax issues, thus seeking to optimize the information reported, minimizing the risk of non-compliance with the tax requirements of each country. This policy is approved by the Board of Directors.

## 8. Human Rights Policy, Diversity, Equity and Inclusion Policy.

We reiterate our commitment to the respect, promotion and protection of human rights, as well as to equal opportunities and non-discriminatory treatment of people in all areas of the Organization. We understand this to mean the rights inherent to all human beings, without distinction of nationality, place of residence, sex, national or ethnic origin, color, religion, language, or any other condition. Based on the need to respect the dignity of all, we recognize that human rights are universal, interrelated, interdependent and indivisible, so we always work in compliance with the applicable legal framework and internationally recognized human rights regardless of the country of operation. We also ensure available channels and complaint mechanisms and take timely remediation measures in case of negative situations or consequences.

As a reference, we are guided by the United Nations Guiding Principles on Business and Human Rights as a framework for action for the respect, promotion and remediation of all rights included in the International Bill of Human Rights and the International Labor Organization Declaration regarding fundamental rights at work.

### Commitments:

- We recognize the importance of working hand in hand with the state, as promoter and guarantor of human rights and we believe in diversity and inclusion of the population, without any type of discrimination, as a fundamental value of any free and democratic society.
- We are committed to promoting respect, protection and respect for human rights, equal opportunities and non-discriminatory treatment in our stakeholders' activities, whether or not they are related to Alianza Team, valuing differences and promoting equal opportunities.
- We ensure that all our policies, guidelines, plans and direct actions are consistent and respectful of human rights, equal opportunities and non-discriminatory treatment.
- We have a due diligence process in human rights and risk management, which allows us to identify, analyze, assess, treat, control and communicate the possible negative consequences that may arise from our operation and in our value chain, in order to mitigate and prevent potential impact.
- We have complaint channels and mechanisms available to all stakeholders, so that they can anonymously, if they prefer, submit their claims or complaints related to possible violations of their human rights, equal opportunities and discriminatory treatment. Through these mechanisms, we ensure that we carry out the necessary investigations and ensure due process, allowing us to investigate and, if necessary, take the necessary corrective measures to remedy the situation and prevent recurrence.
- Alianza Team respects the current regulations in each country where it operates, particularly regarding compliance with minimum working age laws, in accordance with local legislation, ensuring not to encourage or promote child labor or forced labor.
- The Labor Relations and Integrity Committee will handle complaints that violate Human Rights, equal opportunities, and discriminatory treatment at Alianza Team. It will take appropriate measures to report any violations of this Policy, other complementary corporate policies, and relevant laws to the competent authorities.
- The Primary D.E.I. Committee will monitor and implement the guidelines and directives established in this Policy.
- Alianza Team is committed to the Universal Declaration of Human Rights and ILO Convention No. 169, ratified by Colombia through Law 21 of 1991, and other pertinent regulations that clarify, modify, or complement them. Therefore, Alianza Team declares and commits to protecting the rights of Indigenous Peoples, especially regarding their right to prior consultation and to obtain their Free, Prior, and Informed Consent (FPIC) before initiating a project or activity on lands where they have legal, communal, or customary rights that require their consent.

### Implementation and monitoring

In the main activities and processes of the organization we apply due diligence through audit, verification and control procedures along with legal and regulatory compliance reviews, in order to efficiently manage potential or actual risks associated with human rights, diversity, equity and inclusion thus mitigating any negative impact on our own operations and along the value chain.

Likewise, Alianza Team guarantees available, transparent and accessible complaint channels and mechanisms for all stakeholders so that they can anonymously, if they prefer, through the Integrity Line or directly with the Compliance Officer, submit their concerns, claims or complaints related to possible violations of their human rights. We ensure the necessary investigations and due process that allow us to know possible behaviors associated with a possible non-compliance, and if needed, take the necessary corrective measures to remedy the situation.

### Diversity

As an organization, we are committed to promoting the development of our employees by respecting and valuing diversity, as manifested in different cultures, professions, races, creeds, abilities, sexual orientations and thoughts. We promote the incorporation of these commitments at all levels of the organization, from the highest corporate governance bodies, Board of Directors and throughout the teams in all the countries where we operate.

## 9. Procedure for Investigating Conflict of Interest, Corruption and Fraud Conduct

### - Principle of non-retaliation

Alianza Team prohibits retaliation against employees who report a possible suspicion or breach of a law, regulation, Alianza Team Policy Guidelines, the Ethics and Transparency Program or any of its policies. Alianza Team employees must act free of pressure from third parties who are using their position, authority or influence in the companies to fulfill their responsibilities.

### - Conflict of Interest

For us, any situation that does not allow the simultaneous satisfaction of the interests of an employee and those of the organization when dealing with customers, suppliers, organizations or individuals who seek to do business with us, generates a conflict situation.

From the beginning and throughout the working relationship, through this procedure and other existing tools, we reinforce Team People's commitment to immediately declare any situation that constitutes or may lead to the existence of a conflict of interest, together with the necessary steps to report it. The existence of a conflict does not in itself constitute a breach of labor obligations; failure to declare it in a timely manner does.

### - Corruption and Fraud

All Alianza Team employees, along with contractors, consultants and other third parties, are responsible for denouncing or reporting to the Labor Risks and Integrity Committee, the Compliance Officer, or the Integrity Line, possible events of fraud, corruption, bribery requests, transnational bribery, leading to corrupt conduct or other situations or improper acts contrary to the law or Alianza Team Policy Guidelines, such as contributions, sponsorship and/or political, direct or indirect charitable donations, which act as a means of bribery and corruption committed or to be committed against the companies, in order to implement corrective measures as well as to respond appropriately to such requests.

Compliance with the guidelines and procedures will be monitored by the Compliance Officer -or as it will be called in the future- who executes the review of the controls that are documented within the fraud and corruption risk supervision and control matrices, annually or when necessary. In turn, Alianza Team is responsible for reporting acts of corruption, bribery or transnational bribery to the competent authorities.

Investigations or reviews arising from notifications or identifications of corrupt, fraudulent or conflict of interest conduct will be conducted by the Labor Relations and Integrity Committee or the delegates assigned by them.

## 10. Risk Administration and Management Policy

We are aware of the importance of managing the risks to which Alianza Team may be exposed and how these can affect the achievement of the objectives set at all levels of the organization and our stakeholders, if we do not manage them in a timely and effective manner, as well as the utilization of opportunities, with the purpose of effectively and efficiently achieving the organization's strategic objectives and growth in the short, medium, and long term.

Alianza Team's Integrated Risk Management System is founded and developed under high international standards in risk management and internal control, including "ISO 31000:2018 - COSO ERM:2017" and the Australian Risk Standard AS/NZ 4360:2004. With this framework, we aim to prevent, mitigate, and ensure risks at the strategic, emerging, financial, operational, and compliance levels. To achieve this, we have a risk governance model and a set of policies, guidelines, procedures, and best practices that define and provide guidelines for operating efficiently, thus ensuring business continuity across all our operations and geographies, including our value chain.

Alianza Team has established the following guidelines within the framework of risk administration and management for the CRMS:

- Comply with the policies and commitments established in the Alianza Team Policy Guidelines.
- Work for risk management in human rights, diversity, equity and inclusion and environmental matters through due diligence in our own operations and throughout the value chain.
- The CRMS must be aligned with the strategic objectives of the organization.
- The CRMS must be unified and oriented to the coverage, control and quantification of the organization's risks.
- The processes of the CRMS must be executed by all the organization's employees and it may be extended by Alianza Team to other activities within its value chain where there is a need to develop risk management.
- Promote and develop a risk management culture at all organizational levels, allowing continuous improvement through the development of tests and audits of the different plans and procedures that are part of risk management.
- To carry out frequent monitoring to risk profiles, as well as opportunities.
- Cooperate with governmental bodies and agencies, generating adequate communication

channels that contribute to the company's resilience.

- Provide the necessary resources for the implementation of the system.
- Identify within the processes, the risks that may be associated with the interruption of operations or activities and generate and implement plans for their treatment.
- Risks related to climate change and nature are included as emerging risks and the same procedure will be used with the required additional analysis variants.
- Through the Comprehensive Risk Management System, which includes several stages (identification, assessment, measurement, and monitoring), it provides a comprehensive overview of risks and their impact in order to generate the necessary responses for their treatment and assurance.
- We carry out a process of identification and evaluation of opportunities in order to capitalize on them and generate benefits and continuous improvement in our processes.

Our Business Continuity Plan ensures the normal functioning of our operations, in the event that an unplanned event or threat may cause an incident or disaster that affects the operation of the business. We have strategies for possible interruption scenarios before, during and after in order to recover in the shortest time possible to such events and return to normal operations. We recognize climate change and biodiversity loss as relevant emerging risks for example, that may have significant impacts on the business. We act proactively in the face of various uncertainty scenarios, ensuring business continuity, resilience, and fulfillment of corporate purpose. We are guided by the requirements of NIIF - S2 standards for disclosing climate-related information, which have incorporated the recommendations of the "Task Force on Climate-related Financial Disclosures (TCFD) framework, we work to adapt our operations and anticipate potential financial impacts caused by physical and transition risks, such as the generation of present and future opportunities.

**11. Intellectual Property and Regulatory Affairs Policy**

Our commitment to provide a legally safe and efficient environment that allows the effective creation, protection and commercialization of intangible assets developed by our teams is fundamental for the development of one of our main organizational capabilities, which is research, development and innovation.

To enhance the value proposition of our four strategic business groups and create high-value and innovative solutions for our customers and consumers, we detail the structure and related guidelines that allow the environment and guidance necessary for this purpose, with special emphasis on the required handling of patents, trademarks, trade secrets and copyrights.

**12. Information Security Policy**

In a context where information security is increasingly relevant, both for us and for our partners and collaborators, we are fully committed to the design and implementation of measures to ensure the security, integrity and reliability of the organization's IT resources. We promote the use of best practices in information and operational security, ensuring compliance with technical and legal aspects of security.

In order to ensure its validity, update, and continuous improvement, it will be reviewed at least once a year by the Information Security Committee, or in the event of specific requirements or violations thereof.

We have an information security model, made up of:

Governance Structure

We have structured the Information Security and Cybersecurity Government by involving the different areas that support compliance and assurance of what is established in the OT Cybersecurity Framework.

This structure is comprised of an Information Security Committee whose purpose is to coordinate, from a managerial perspective, matters related to information security, in addition to the following areas: CEO; Vice Presidencies of Innovation and Digital Transformation, Corporate Affairs, Finance, Talent Development, and Operations; Information Technology Management; BM and Communications Management; and Corporate Coordinators of Operations and Information Security.

Security Culture

We generate a culture of information security through campaigns, training, talks with specialists and cyber-attack prevention practices.

Regulatory Framework

We established a regulatory framework of policies and procedures based on international standards for information and operational security

Risk Management

We established standards for information classification and risk management, identified which information is sensitive and established controls for its handling.

Use of Technology

We implement and constantly update the necessary technological security equipment and systems to minimize security risks. We constantly validate our systems through "Ethical Hacking" exercises, cybersecurity audits and controlled internal exercises.

**13. Personal Data Policy**

Emphasizing how important it is for us to respect our people and partners, and with this, their personal information, whether it is public, private, semi-private or sensitive. We detail step by step how we ensure the proper use, treatment, transmission, transfer and handling of personal information with which we have in the development of our operations, the rights of the owners of the information, and the duties and responsibilities of those in charge to ensure at all times the fulfillment of our commitment.

The standards used by the company for the treatment and protection of personal data comply with the highest regulatory requirements in the countries where we operate.

Emphasizing the importance we place on respecting our people and allies, and thereby their personal information, whether it be public, private, semi-private, or sensitive, we ensure at all times the exercise of their right to habeas data. This means the right to know, update, rectify, or even request the total or partial deletion of information that they may have authorized us to collect for the development of our operations. Likewise, we guarantee the prompt attention to any inquiries or claims from data subjects, without exceeding the established timeframes within the regulatory framework.

Alianza Team, as the data controller, ensures compliance with its obligations both to data subjects and the regulating authority, and also requires its processors to comply with this policy and other provisions determined by law.

**14. Policy on Self-control and Integrated Risk Management System for Money Laundering, Financing of Terrorism and Financing for the Proliferation of Weapons of Mass Destruction (SAGRILIFT)**

Committed to participate in the market in a loyal, responsible and correct way, we analyze the exposure to the risks of money laundering, financing of terrorism and proliferation of weapons of mass destruction, in order to establish our own system of self-control and risk management of ML/FT/FPWMD, according to the characteristics of the business, the goods and services offered, their commercialization, the geographic areas where we operate, among other aspects that are relevant in the design and implementation of the same.

This Policy must be consulted and observed by all company employees, who must put its observance before the achievement of business goals. Our SAGRILIFT System provides support in the management of this structure together with the internal control bodies and methods implemented that allow us to detect unusual and suspicious operations early, and to prevent ML/TF/FPWMD crimes. Through follow-up and monitoring by the Compliance Officer, and the commitment of all employees to know, comply with and disseminate the aspects related to this policy, we ensure compliance with this system and the mitigation of the associated risks.

One of the main instruments to prevent and control the LAF/FT/FPWMD risks to which we are exposed is the application of due diligence measures. Through this we adopt measures for the knowledge of the counterparties, their business, operations, products and the volume of their transactions, with a risk-based approach that allows us to identify the counterparty and verify its identity, the final beneficiaries, the structure of its ownership and the intended purpose of the business relationship.

The due diligence process should be performed on an ongoing basis during the business relationship, examining the transactions carried out, to ensure that the transactions performed are consistent with the knowledge we have of the counterparty, its business activity and risk profile, including when necessary the origin of the funds.

**15. Responsible Purchasing Policy**

Driven by our corporate purpose of nurturing a better tomorrow, we work every day to leave a better future for the next generations. We seek to ensure that our principles and values are upheld along with compliance with our stated environmental and social commitments throughout our value chain.

This policy applies to all Alianza Team operations, subsidiaries and joint ventures. Our suppliers are expected to comply with this policy throughout their operations, including properties, joint ventures and external suppliers along with their operations. We extend compliance with these commitments to all raw materials, packaging materials, inputs and ingredients such as products and services that Alianza Team purchases and/or markets.

**Our main commitments:**

- 1. Zero deforestation and 100% traceability to origin by December 2025 in our prioritized agricultural and livestock supply chains related to deforestation.
- 2.Support our suppliers to include smallholders in our supply chains.
- 3.Strengthen the current complaints and grievance mechanism.
- 4.Report the progress of the Responsible Sourcing Strategy in our communication channels in a timely and transparent manner.

Through our supplier identification, evaluation and selection process, we ensure compliance with the following aspects for any goods or services required, including transportation and/or logistics, and we extend these guidelines to the direct suppliers of our suppliers to ensure compliance throughout the entire chain.

We work within the organization and with our suppliers to build a transparent supply chain, working towards sustainability in harmony with the community and the planet, that meets the criteria detailed below.

## Integrity, compliance and transparency

As part of our ethics and compliance program, we maintain a culture of acting ethically, complying with local, national and international legislation that applies to our own operations and those of third parties. Therefore, all processes and transactions must strictly abide by the related policies and standards to ensure the due process of operations and compliance with the applicable regulatory framework in force at all times. Our suppliers must have as a declared commitment the fight against corruption in all its forms and zero tolerance to any type of discrimination and harassment and having adequate reporting mechanisms.

## Quality and Service

We ensure compliance with the basic principles of supplier identification, evaluation and selection processes, as well as competitiveness, quality and service level for all required products and services. We verify the existence of a documented strategy and process that allows our suppliers to identify, manage and treat operational and financial risks.

In order to start a business relationship with the organization, it is indispensable that our suppliers and/or contractors sign a written acceptance of our Supplier Code and these Policy Guidelines. We place special emphasis on: business ethics, environmental protection, human rights, diversity, equity and inclusion and labor relations, occupational health and safety, prevention of money laundering and financing of terrorism, and protection of personal data.

Additionally, we communicate from the beginning of the relationship, the Integrity Line of the organization.

## Traceability

This process is fundamental to managing risks and potential impacts at the production sites of our raw materials, along with the promotion of transparency in each link of the value chain. For this reason, we are committed to working with all our suppliers in the prioritized supply chains to develop a work plan that allows us to permanently have complete and updated information on the origin of our raw materials in line with the objectives of the organization and applicable regulations..

## Inclusion of small producers

We are committed to working together with our direct suppliers to ensure the inclusion of smallholders in our supply chains through training and support projects.

Committed to the highest labor and environmental standards wherever we operate, our suppliers must ensure compliance with and respect for the following aspects:

## Workplace Health and Safety:

-We identify and address substandard working conditions, conducting an internal safety inspection program complemented by industrial hygiene studies and medical surveillance. In the event of incidents, accidents, or illnesses, we investigate them through procedures aimed at learning and communicating the causes and implemented controls. We ensure Occupational Health and Safety (OHS) criteria for contracted services and acquisitions, such as the supply of personal protective equipment and other necessary resources to perform tasks adequately, including access to clean water, sanitary facilities, and first aid. We verify compliance with regulatory requirements with external entities like Delima Marsh or ISO 45001 for Breden Master.

-We regularly train workers in workplace health and safety, including knowledge of high-risk tasks, which are exclusively performed by trained personnel.

## Ethical contracting:

-Guarantee equal opportunities in the hiring of employees in an ethical manner and in compliance with legal standards, including compensation, disciplinary measures and good dismissal practices.

-Ensure that all employees are treated with dignity in the workplace, guaranteeing their health and safety conditions and ensuring compensation commensurate with their work and in compliance with the law, including paid days off, decent housing (if applicable) and recognition for overtime, along with the communication of these guidelines in clear language for their understanding.

-It is explicitly forbidden to: charge recruitment fees, withhold identity or passport documents, contract substitution, fines or financial penalties for voluntary termination of contracts and others that go against ethical hiring.

## Child and/or forced labor, bonded labor:

Zero tolerance regarding the use of child or forced labor, guaranteeing the above, by means of guidelines and procedures for auditing, control and monitoring of the chain.

## Free, Prior, and Informed Consent (FPIC):

We respect the legal or customary land tenure and land use rights of indigenous and local communities, as well as their rights to give or withhold their free, prior and informed consent for operations affecting their lands or resources. It is therefore essential that our suppliers:

-Have an FPIC process in place before the start of a project or activity on land and/or resource intervention, which is applicable to all local communities, with particular emphasis on

indigenous peoples.

-Regarding the use of lands over which indigenous and local communities have legal, communal or customary rights, it is essential for new projects, prior to their initiation, to carry out a socio-environmental impact assessment, complying with the FPIC process.

-In the event of any conflict, it is relevant to address the resolution in a transparent, balanced manner and through dialogue, prior to any legal proceedings.

#### Respect for the rights of indigenous and tribal peoples:

We pay special attention to the most vulnerable communities, such as indigenous and tribal peoples, and are committed to respecting the United Nations Declaration on the Rights of Indigenous People.

We identify and respect the formal and customary rights of indigenous peoples and local communities to lands, territories and resources in the context of any company activity. This includes the rights of ownership, occupation, use and management of these lands, territories and resources.

Through the monitoring and evaluation of our suppliers these points are taken into consideration, by assessing the proximity of the areas of operation and/or influence to collective territories with protected status, occurrence of conflicts and the resolution mechanisms in place.

#### Non-aggression and non-violence:

Zero tolerance for acts of violence, harassment and/or aggression against organizations and individuals with recognized track records of civic and/or social activism, nature defenders, human rights defenders, diversity, equity and inclusion defenders, socio-environmental rights of communities and ancestral peoples.

#### Discrimination and harassment:

Equal conditions in their opportunities and in their daily work without being discriminated against on the basis of race, sexual orientation, gender, political preference, religious belief or other factor, negatively impacting the workplace and work environment.

Right to free association and collective bargaining:

Respect for the right to free association and collective bargaining in all its forms, abiding by constitutional principles and local regulations in each country where we operate.

#### Reporting and remediation mechanisms:

We have an Integrity Line available to all our stakeholders, posted on the website, for reporting cases of violations of these Policy Guidelines. Details are in the first section of this document. Our grievance mechanism is aligned with the eight criteria of the UN Guiding Principles on Business and Human Rights: legitimate, accessible, workable, equitable, transparent,

rights-compatible, a source of continuous learning, and based on engagement and dialogue.

#### With this in mind, our suppliers must:

-Define channels and mechanisms available and accessible to all stakeholders, where they can process their reports in an impartial and transparent way, with the guarantee of a timely and appropriate solution to their complaints, claims or others.

-Take timely remediation measures in the event of situations or negative consequences to the human, diversity, equity and inclusion or labor rights of indigenous people and other local communities.

#### Animal welfare:

We promote practices that ensure animal welfare, in accordance with the World Organization for Animal Health (WOAH), especially the "Five Freedoms":

- Animals free from hunger, thirst and malnutrition.
- Animals free from fear and distress.
- Animals free from physical or thermal discomfort.
- Animals free from pain, injury or disease.
- Animals are free to express one's own behavioral patterns.

The scope of this commitment includes supply chains in which the use of animals is required for labor (oil palm) and/or directly produced products of animal origin and their derivatives.

#### Care for the environment:

We promote the use and implementation of environmentally friendly technologies and practices aimed at the more efficient use of natural resources and the reduction of environmental impacts in our operations and those of our suppliers. We also promote a culture of environmental responsibility within the organization with the participation of all employees.

We seek the adoption of eco-efficiency and clean transportation practices by our transportation service providers to control and mitigate greenhouse gas emissions, among other environmental impacts. For agricultural raw materials, particularly those from palm oil and soybeans, we promote the implementation of good sustainable agricultural practices in the operations of each of our suppliers at all levels to ensure:

#### Regenerative Agriculture:

Our commitment to positively impact the relationship between responsible sourcing and nature, commits us to promote and work with our allies in the implementation of regenerative agriculture practices, with a holistic and/or landscape approach, based on a system of principles and practices that increase biodiversity, enrich soils, improve watersheds, ecosystem services and favor the development of resilient communities; based on the following principles:

**Soil health:**

Includes improving soil quality, erosion prevention, decreased use of external products (pesticides/fertilizers), water retention.

**We promote practices such as:**

- Reducing the intensity of tillage, maintaining vegetation cover.
- Eliminate chemical contamination of soil, groundwater and air, stopping the use of chemical fertilizers and pesticides, which is necessary to stop the degradation of soils and water tables.

**Biodiversity and Ecosystem Health**

Maintain/recover or minimize the impact on biodiversity and ecosystem health by encouraging the spontaneous growth of local species and wildlife, including pollinators, through integrated pest management, carbon sequestration, proper management of water resources, preservation of natural ecosystems and preventing desertification.

**Reducing the impact of climate change**

Recycling nutrients, carbon and water within the agricultural system minimizes the need to add external inputs such as fertilizers and pesticides (especially synthetic ones) and thus does not rely heavily on external products that affect production, thus improving adaptation to climate change.

**Resilient producer communities**

Producers can benefit by implementing these best practices, improving production yields along with protecting ecosystem services and reducing fixed costs.

**Biodiversity:**

We commit, in coherence with the principle of Net Positive Impact<sup>2</sup> of the United Nations Convention on Biological Diversity (CBD), to work in our operations and encourage our value chain partners to avoid negative impacts on nature and, if not possible, to limit or reduce such impacts, and when appropriate, restore affected areas and ecosystems.

To achieve this objective, we will conduct risk assessments of our value chain areas and impacts on biodiversity and ecosystem services. Considering the following sites as priority areas to be protected:

- High conservation values HCV.
- Where there are species classified as Critically Endangered, Endangered or Vulnerable on the IUCN Red List, or with endemic species.

- Internationally recognized areas, such as: World Heritage Sites, Ramsar wetlands, Program, biodiversity hotspots.
- Where biodiversity is of national importance (legally protected areas, habitats and species).

We prohibit hunting and fishing activities, capture, extraction and trafficking of wild animals, collection of plants in areas belonging to the direct and indirect operations of our value chain, as well as in forest reserve areas.

**Deforestation-free agricultural supply chain by 2025**

As part of our NDPE commitment (No Deforestation, No Peat Expansion and No Exploitation of People and Communities) and biodiversity conservation in our own operations and in our suppliers' operations as well as in their value chain, we work to ensure:

- Prohibition of the conversion of: high conservation value areas (HCV)<sup>3</sup> high carbon stocks (HCS), peatlands regardless of their depth and other ecologically sensitive landscapes identified as the Brazilian Amazon and Cerrado and the Gran Chaco of Argentina and Paraguay, among others <sup>4</sup>
- Understanding the importance of these areas in the conservation of biodiversity. We require compliance with these guidelines from our suppliers of agricultural raw materials as of December 31, 2015 (this commitment applies to palm oil and soybean oil, along with their derivatives).
- Restoration and/or compensation when deforestation, degradation and/or conversion has been caused or contributed to.
- Prohibition of burning for the preparation of new plantations or replanting.
- Sustainable management and use of natural resources, adapting good agricultural practices that include regenerative practices, soil conservation and soil carbon sequestration.
- Integrated pest management and responsible agrochemical management. Elimination of substances such as Paraquat and others categorized as 1A or 1B by the World Health Organization, Stockholm and Rotterdam Conventions or banned by national laws in production countries.
- Measurement, reporting and reduction of greenhouse gas emissions.
- Integrated waste management, protecting the ecosystem and human health.
- Compliance and respect for the rights of neighboring communities and for the responsible development of new plantations by suppliers, including their independent suppliers.
- No exploitation of people or local communities.
- Respect for the legal or customary land tenure and land use rights of indigenous and local communities, as well as their rights to give or withhold their free, prior and informed consent for operations affecting their lands or resources.

Considering the above, for our prioritized supply chains (palm oil and soybean), we seek a positive impact on forests, therefore we work in compliance with the requirements of the CGF

2: I2. Net Positive Impact" is the commitment aligned with the 'Global Biodiversity Framework Post-2020' in relation to the United Nations Convention on Biological Diversity (CBD).

3:We understand high conservation value areas according to the definition and guidelines of the High Conservation Value Resource Network.  
4:To learn more about the HCSA methodology visit: [www.highcarbonstock.org](http://www.highcarbonstock.org)

(The Consumer Goods Forum) "Forest Positive Approach" Coalition.

We monitor the progress and implementation of our economic, environmental and social commitments in the prioritized supply chains through the Supply Chain Monitoring and Verification System, mitigating the associated risks and developing our suppliers by building individual work plans and following up on them under the supervision of an independent third party. In this way, we guarantee the long-term supply of raw materials and identify opportunities to implement programs and initiatives that guarantee the economic, environmental and social development of the communities where we have influence through the strategic axes of the organization's Responsible Sourcing Strategy.

We encourage constant dialogue and collaboration with stakeholders, implementing accountability programs and responsible and ethical communication.

We are committed to making public the progress of our Responsible Sourcing Strategy of prioritized chains in our communication channels in a timely and transparent manner.

16. Supplier Code

As a prerequisite for the acceptance of any business relationship with us by our suppliers or contractors, we require written acceptance of the commitment to comply with our principles and standards, specifically business ethics, commitment to environmental protection, human rights, diversity, equity and inclusion and labor relations, responsibilities in occupational health and safety and the prohibition of alcohol and prohibited substances in the development of our operations, prevention of money laundering and terrorist financing and protection of personal data.

In addition, it details the mechanism for reporting violations of our standards, or suspicions thereof, through the Integrity Line or directly with the Compliance Officer so that any supplier, contractor or third party in general, can access this.

Read the complete document here. [\]](#)

17. Voluntary Agreement for Zero Deforestation in the Palm Oil Chain in Colombia.

In December 2017, we signed the Voluntary Agreement to ensure no deforestation in our supply chain of palm and its derivatives by our national and international suppliers as a corporate commitment.

Through this intersectoral work, led by the Colombian Ministry of Environment and Sustainable Development, and with the accompaniment of different entities, we will continue working to ensure by 2030 that our palm oil supply chain is free of deforestation.

18. Health and Nutrition Commitment

We work from our four strategic business groups to transform food with an offer of products, services, solutions and technology with health and nutrition criteria based on scientific consensus to contribute to the well-being of those who consume our brands, and the brands of our customers. Through research, innovation and development we seek to offer consumers the possibility of making decisions that fit their needs and lifestyles within the framework of promoting an adequate balance, including indulgence, and thus, contribute to the well-being of our customers and consumers by contributing to their life balance.

19. Packaging Commitment

Aligned with our Vision 2030, we lead the change towards a more sustainable world through our businesses and brands via innovation and circularity. Our commitment is that 100% of our packaging is designed to be recyclable, reusable, or compostable by 2030, ensuring they can be utilized or incorporated into a local production cycle, thus minimizing the possibility of ending up in a landfill or water source. To achieve this, we have set a mid-term goal to evaluate 100% of our packaging by 2025, identifying opportunities around the three pillars of our packaging commitment:

Axis	Management approach
Reduce	<ul style="list-style-type: none"><li>-Reduction of the weight and/or volume of packaging components without compromising product quality and safety.</li><li>- Elimination of unnecessary packaging, with a focus on single-use plastics**.</li><li>- Reuse of packaging, focusing on secondary and tertiary packaging*.</li><li>- Prioritization of bulk deliveries when technically and economically feasible.</li></ul>
Rethink	<ul style="list-style-type: none"><li>- Prioritization of monomaterial structures.</li><li>- Preference for the use of recycled, renewable, or certified raw materials.</li><li>- Prioritization of materials with locally developed post-consumer chains.</li><li>- Utilization of life cycle analysis in packaging design.</li></ul>
Take responsibility	<ul style="list-style-type: none"><li>- Investment in strengthening collection chains and utilization of our packaging through post-consumer collectives.</li><li>- Raising awareness among our consumers and customers about proper packaging management</li></ul>

\*Although current applicable regulations prevent us from reusing packaging for oil commercialization, we seek alternatives to make viable the reuse of secondary and tertiary packaging (without direct contact with the product) and we participate in the review of standards that regulate the food industry.

\*\* Under a review of the local regulations in force, our packaging is not classified as "single-use plastics".

Corporate Packaging Committee: Responsible for mobilizing the necessary actions to fulfill commitments and goals regarding packaging. It meets quarterly and is led by the Innovation and Development and Sustainability teams. The extended team includes Integrated Management Systems and Environment, IT - Information Technology, Purchasing, and business units.

**20. Commitment to Self-Regulation in Advertising Directed to Children Under Twelve Years of Age**

We review the company's advertising content in order to ensure that it is clear, truthful, sufficient, responsible and respectful of our consumers and the law.

In turn, in order to promote responsible actions towards Colombian children, we are part of the National Business Association - ANDI's self-regulation commitment regarding advertising aimed at children under twelve years of age, through which we voluntarily control the content on television and in educational institutions in compliance with the established guidelines.

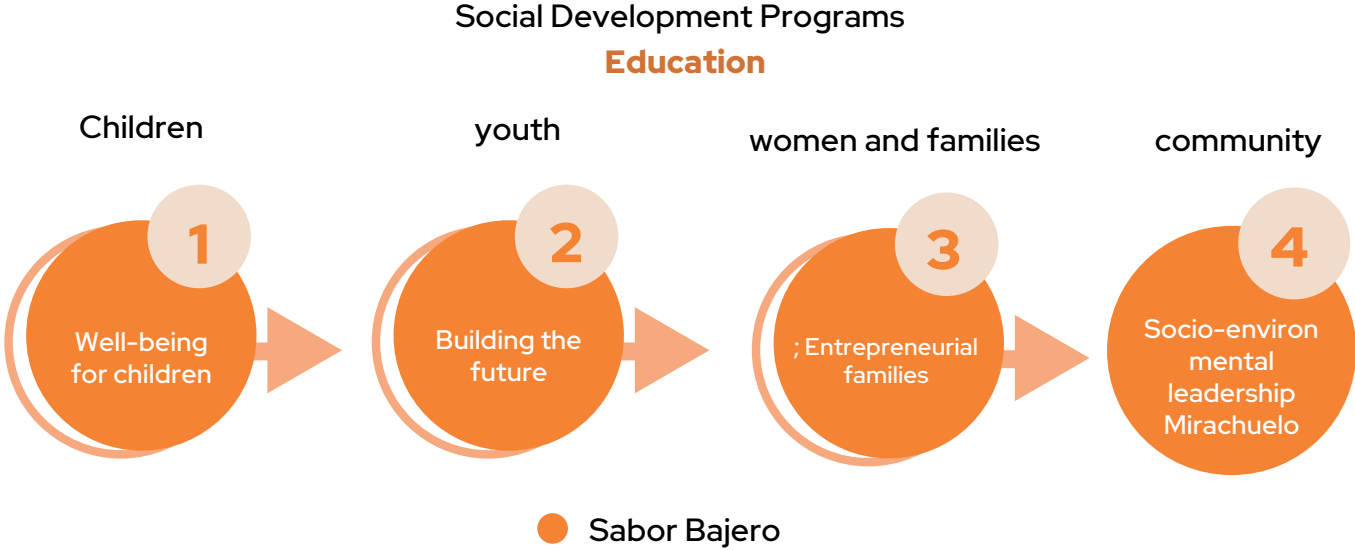
**21. Product Labeling Commitment**

We are aware that we have a significant responsibility to adequately inform our consumers about the products they use so that they can make informed decisions regarding their consumption. Therefore, adhering to the specific legislation applicable in all countries where we operate concerning product information, our products intended for the end consumer contain appropriate and sufficient nutritional and ingredient information.

**22. Social Development Programs**

We reaffirm our commitment to strengthen the well-being and development of the communities surrounding our operations and those that may be in areas of indirect influence.

We work hand in hand with communities and close allies in defining initiatives that are aligned with the organization and represent a real opportunity to create economic, social and/or environmental development for the local environment. As the main umbrella of the different programs, initiatives and activities that are carried out throughout the organization with the different stakeholders, we work on capacity building on four fronts to fulfill our strategy and corporate purpose of nurturing a better tomorrow:



We develop tools to mobilize projects and initiatives for our stakeholders through:

- **Volunteering:** We promote the creation of awareness through the talent and solidarity of our employees, allowing us to manage knowledge and actions aimed at service of our prioritized stakeholders.
- **Donations:** We are committed to zero food loss and waste, so we work hand in hand with partners that allow us to give a second chance to our products with short shelf life and low rotation. In addition, we contribute to our partners' initiatives with contributions that can be in the form of money, goods, and/or products.
- **Impact projects or programs:** We generate opportunities that allow a growth articulated to our principles and values as an organization, ensuring economic, environmental and social criteria in concrete actions that add value to our stakeholders.

# POLICY

# GUIDELINES