	COMPREHENSIVE MANAGEMENT POLICY	Code:TE-ALD-PO-007
		Type: POLICY
		Validity: 2022-08-09
		Version:007

1. PURPOSE

Establish the company's comprehensive management policy as well as the objectives on which the comprehensive management system will be based.

2. SCOPE

This management policy includes the company's guidelines for quality and safety, environmental, occupational health and safety and supply chain safety management systems and compliance with customer requirements.

This policy applies to Alianza Team, that is, Team Foods Colombia S.A., Grasas S.A., Team Foods Mexico, Team Foods Chile and those companies that are part of the corporate group of which it is the parent and controlling company, its subordinates and those that may be acquired in the future and it covers the different types of contracts.

This policy covers all of Alianza Team's production and commercial facilities, products and services, distribution and logistics, and waste management operations, and also applies to suppliers, service providers and contractors, maquilas, due-diligence, mergers and acquisitions that have business relationships with the company

3. ASSOCIATED RISK(S)

This document seeks to minimize the risk of deviating from the organization's objectives, context and strategy.

4. DEFINITIONS

4.1. MATERIAL ISSUE: An issue that is important to the organization based on stakeholder needs and expectations.

4.2. SUPPLY CHAIN: A related set of resources and processes that begins with the supply of raw materials and extends through the delivery of products or services to the end user, including the means of transportation.

4.3. GUIDELINE: A set of general instructions or rules for the execution of something.

4.4. STAKEHOLDER/INTEREST GROUP: Person or group who is interested in the activities, products and/or services of an organization or that may be affected by them. Pas 99:2008

4.5. MANAGEMENT POLICY: General intentions and directions of an organization, related to management.

4.6. WORK CENTER: Work Center is understood as any building or open-air area used for an economic activity in a given company (Decree 1072 issued in 2015 article 2.2.4.6.2).

5. GENERAL CONDITIONS

This policy follows the guidelines established by the company's strategy, its stakeholders and in turn complies with the requirements established by the standards: FSSC 22000, ISO14001, ISO 50001, Decree 1072 issued in 2015, Colombia, ISO 9001, ISO 26000, ISO 45001, RSPO supply chain, ISCC, OAS: Resolution 0015 issued in February, 2016, Resolution 067 issued in 2016 Colombia and Global Compact.

Similarly, Alianza Team is committed to meet the requirements of customers subject to the contractual agreement and it demonstrates that its plants comply with the requirements of religious technicians of HALAL and KOSHER certification specific to the country of destination, according to the agreement.

Alianza Team recognizes sustainable development as a fundamental part of its strategy and will work towards achieving the continuity and sustainability of the business for which it will ensure its supply chain with the best practices. For this reason this policy of comprehensive management is defined taking into consideration the four pillars of the company's strategy (1. Our people, 2. Our customers, consumers and suppliers, 3. Sustainability and 4. Our Shareholders) and the material issues that have been identified. See TE-JUR-PR-004 TE-JUR-PR-004 SUSTAINABILITY MANAGEMENT FRAMEWORK.

The assurance of the processes and as an input for the definition of the comprehensive management policy, the policy TE-SIG-PO-001RISK MANAGEMENT POLICY has been defined, which aims to identify, analyze, evaluate, control, monitor and effectively communicate the risks associated with an activity, function or process in order to effectively and efficiently achieve the strategic objectives.

6. GUIDELINES

Our policy is comprehensive because it brings together each one of the issues that are of interest to the company. Therefore, a single policy is divided into each of these issues to explain how Alianza Team complies and establishes guidelines for each management system.

6.1. Content of the Comprehensive Management Policy

At Alianza Team we work with the purpose of nurturing a better tomorrow framed in four strategic priorities: I) Our people, II) Sustainability, III) Our clients, consumers & suppliers and IV) Our shareholders. We make a difference through our trademarks and business models, understanding in depth the needs and expectations of our stakeholders to offer high value solutions through processes and technologies that allow continuous improvement and innovation from a sustainable development approach to be the best investment for our shareholders.





We declare our commitments in all our operations for:



- The promotion of safe and healthy work environments through the implementation of occupational health and safety activities aimed at preventing injuries, accidents and illnesses of our employees and third parties who work at or visit our facilities.
- The satisfaction of our customers and consumers, always providing quality, safe and innocuous finished products, mitigating food losses and waste.
- The protection and 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.
- Ensure the protection and manage the threats to which our processes, assets and collaborators are exposed in order to ensure the supply chain.
- Respect, protection and compliance with human rights and fundamental labor rights throughout our value chain.
- Inclusion, consultation, participation and involvement of stakeholders according to the relationship strategy in place.



We comply with current legislation as well as other applicable requirements, effectively manage the risks and communications inherent to our operation, promote an organizational culture of self-management, learning and individual development based on corporate principles and values, confident that our people make Alianza Team a great place to work.

6.2. Management Systems Objectives and topics of interest.

6.2.1. Environmental Objectives

POLICY COMMITMENT / GUIDELINE	PERSPECTIVE	OBJECTIVES
<p>Commitment: Protection and care of the environment, through the appropriate use of natural resources, the inclusion of circular economy processes, accounting good practices and carbon footprint management from a full life cycle analysis perspective throughout the value chain.</p>  <p>DIMENSIÓN AMBIENTAL</p>	<p>Sustainability / Operational Eco-efficiency</p> 	<p>6.2.1.1. WATER: Make efficient use of water resources in all our operations, guaranteeing the conservation and sustainable use of these natural resources through good operational eco-efficiency practices and the use of renewable energies.</p>
		<p>6.2.1.2. ENERGY: Make efficient use of energy resources in all our operations, guaranteeing the conservation and sustainable use of these natural resources through good operational eco-efficiency practices and the use of renewable energies.</p>
	<p>Sustainability / Operational Eco-efficiency</p> 	<p>6.2.1.3. CARBON FOOTPRINT AND AIR QUALITY: Meeting the 2030 ambition in all our operations.</p>

		
	<p>Sustainability / Post-consumption and Cycle closure</p>	<p>6.2.1.4. SOLID WASTE:</p> <p>Carry out the comprehensive management of our waste, containers and packaging throughout our value chain, ensuring the least environmental impact and complying with extended producer responsibility.</p> <p>Sustainability / Operational Eco-efficiency</p> <p>6.2.1.5. ENVIRONMENTAL CULTURE: Promote, encourage actions and strategies with our main stakeholders to preserve, recover and conserve the environment through education and promotion of environmental culture.</p>
	<p>Sustainability / Operational Eco-efficiency</p>	

	 		
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6.2.2. Objectives Quality and Safety:

POLICY COMMITMENT / GUIDELINE	PERSPECTIVE	OBJECTIVES
<p>The satisfaction of our customers and consumers, always providing quality, safe and innocuous finished products, mitigating food losses and waste.</p>  <p>CALIDAD E INOCUIDAD</p>	<p>Our Customers, Consumers & Suppliers / Customer and Consumer Satisfaction</p> 	<p>To have satisfied customers and consumers and attract new ones.</p>

6.2.3. Occupational Health and Safety Objectives:

POLICY COMMITMENT / GUIDELINE	PERSPECTIVE	OBJECTIVES
<p>The promotion of safe and healthy work environments through the implementation of occupational health and safety activities aimed at preventing injuries, accidents and illnesses among our employees and third parties who work at or visit our facilities.</p> <div data-bbox="205 513 680 686" style="border: 1px solid #ccc; padding: 10px; text-align: center;">  <p>SEGURIDAD Y SALUD EN EL TRABAJO</p> </div>	<p>Our People / Safety and Health at Work</p> <div data-bbox="758 367 978 581" style="border: 1px solid #ccc; padding: 5px; text-align: center;"> <p>8 TRABAJO DECENTE Y CRECIMIENTO ECONÓMICO</p>  </div> <p>Our people / Occupational health and safety</p> <div data-bbox="751 695 978 914" style="border: 1px solid #ccc; padding: 5px; text-align: center;"> <p>3 SALUD Y BIENESTAR</p>  </div>	<p>Identify, evaluate, control and communicate the risks inherent in the company's operations.</p> <p>Prevent injuries, emergencies and/or occupational diseases.</p> <p>Ensure legal compliance related to the implementation of OSHMS.</p> <p>Generate healthy lifestyle habits to promote people's wellbeing.</p> <p>Inclusion, participation and involvement of stakeholders in the ISMS framework.</p>

6.2.4. Supply Chain Objectives:


POLICY COMMITMENT / GUIDELINE	PERSPECTIVE	OBJECTIVES
<p>Ensure the protection and manage the threats to which our processes, assets and collaborators are exposed in order to secure the supply chain</p> 	<p>Our Shareholders</p> 	<p>Protect the integrity of unit loads to keep the supply chain free of contamination. Maintain the necessary control measures to prevent unauthorized access of people to the facilities and protect the company's assets. Identify, address and manage the risks generated by incidents that occur with personnel, assets and/or facilities. Ensure security in the facilities, surveillance and control of exterior and interior perimeters.</p>

6.2.5. Stakeholder objectives and compliance

POLICY COMMITMENT / GUIDELINE	PERSPECTIVE	OBJECTIVES
<p>Respect, protection and fulfillment of human rights and fundamental labor rights along our value chain</p>	<p>Our People</p> 	<p>Compliance with the human and labor rights policy established in the company.</p>
<p>Inclusion, consultation and participation and involvement of stakeholders according to the relationship strategy established</p>	<p>Our People /Sustainability</p> 	<p>Compliance with the relationship strategy established according to Sustainability Management Framework document and SGSST</p>

	 <p>9 INDUSTRIA, INNOVACIÓN E INFRAESTRUCTURA</p>		
	 <p>2 HAMBRE CERO</p>		

6.2.6. Cross-cutting objectives

POLICY COMMITMENT / GUIDELINE	PERSPECTIVE	OBJECTIVES
<p>We comply with current legislation and with other applicable requirements, effectively manage the risks and communications inherent to our operation, promote an organizational culture of self-management, learning and individual development based on corporate principles and values, confident that our people make Alianza Team a great place to work.</p>	<p>Our People/Sustainability/Our Customers, Consumers & Suppliers</p>  <p>16 PAZ, JUSTICIA E INSTITUCIONES SÓLIDAS</p>	<p>Ensuring business continuity by complying with legal requirements and effective risk management from all perspectives</p>

6.3. REVIEW, APPROVAL AND DISCLOSURE

6.3.1. Review: The comprehensive management policy will be reviewed annually by the leaders of the management systems, and if no adjustments are required, it will remain unchanged.

6.3.2. Approval: Approval of the comprehensive management policy shall be made by Alianza Team's senior management and signed by the legal representative.

6.3.3. Disclosure: Disclosure will be made based on the channels and media established in the communications policy and will be physically disclosed in each of the facilities where we operate to the established stakeholders.

This policy must be disclosed by the Occupational Health and Safety Coordination to the Joint or Oversight Committee, as appropriate, and in the areas and plants by those responsible for the process.

It is important that each stakeholder or interest group is clear about their contribution to compliance with the established guidelines.

6.4. MANAGEMENT POLICY DEPLOYMENT

Each commitment and/or guideline established in the integral management policy will be deployed in objectives of each one of the Management Systems and processes of the organization, as well as the form of compliance of each one of these disciplines and their pillars will be deployed and communicated taking into consideration the context, the strategy, and this will be registered in the TE-SIG-FO-013 MANAGEMENT TABLE AND INDICATOR SHEET.

The leaders of each management system and established guideline will ensure alignment and compliance with the strategies to guarantee the achievement of the proposed objectives.

Some policy guidelines will have monitoring and others will have associated indicators.

6.5. ACCOUNTABILITY

Accountability of the integrated management policy will be carried out annually at each one of the sites where Alianza Team operates, guided by the methodology TE-ALD-PR-001METHOD FOR THE REVIEW OF THE MANAGEMENT SYSTEM by the company's Senior Management.

6.6. EVALUATION AND MEASUREMENT

Evaluation, measurement and monitoring of compliance with the comprehensive management policy will be carried out by means of compliance indicators associated with each one of the objectives of the different management systems of the organization

MELISSA ALEXANDRA GARCIA PIRAJAN @ 2022-08-09, 15:48:45