

Supplier and CONTRACTOR CODE





Content

01 Object

02 Scope

03 Associated risk(s)

04 Definitions

05 General conditions

06 Guidelines

6.1 Alianza team principles

6.1.1 Honesty

6.1.2 Ethics

6.1.3 Responsibility

6.1.4 Respect

6.1.5 Loyalty

6.1.6 Irreverence

6.2 Alianza team standards

6.2.1 Business ethics

6.2.2 Human rights and labor relations protection

6.2.3 Environmental protection

6.2.4 Labor relations

6.2.5 Occupational health and safety

6.2.6 Alcohol and prohibited substances

6.2.7 Prevention of money laundering and financing of terrorism

6.2.8 Protection of personal data

6.3 Reporting violations

6.4 Supplier or contractor acceptance

07 Annexes

08 Change control

Object

This Supplier and Contractor Code, hereinafter referred to as the "**Code**" is corporate and **applies to all suppliers and contractors** who provide their services to Alianza Team (Team Foods Colombia S.A, Team Foods México S.A. de C.V., Operadora Team S.A. de C.V., Team Foods Chile SpA, Bredenmaster SpA, Distribuidora de Productos Alimenticios Los Guindos SpA, Team Foods USA, Inc, Team Foods Chile SpA, Bredenmaster SpA, Distribuidora de Productos Alimenticios Los Guindos SpA, Team Foods USA, Inc., Team Investments LLC and Grasas S.A.), in the countries where they are present and all those that are part of the business group of which Team Foods Colombia S.A. is the parent and controlling company.

The purpose of this Code is to **contribute to compliance with the policies stated in the Alianza Team** Policy Guidelines, as well as the international and national standards adopted by Alianza Team as part of its process of continuous improvement and contribution to society and the environment.



Scope

The provisions of this Code must be **applied and complied** with by all Suppliers and Contractors at the corporate level, their parents, subsidiaries and subordinates, who maintain commercial and/or contractual relations with Alianza Team.

All Suppliers and Contractors of Alianza Team at the corporate level must **know, disseminate among their employees and apply the provisions of this Code as a condition precedent** to enter into contracts or conduct business operations with Alianza Team.



Associated risk(s)

The application of this Policy seeks to **prevent, mitigate and control legal and reputational risks.**



04

Definitions

N/A

General conditions

Compliance

Alianza Team expects its Suppliers and Contractors at the corporate level to **comply with the applicable regulations in force regarding labor contracting, human rights, personal data protection, sustainability, environmental protection, business ethics and prevention of money laundering and financing of terrorism.**

To the extent that compliance with the standards indicated in this Code is a process that requires a gradual implementation, Alianza Team expects its Suppliers and Contractors to make efforts to continuously improve their operations in order to comply with the provisions of this document. However, **Alianza Team will refrain from hiring Suppliers and Contractors that violate human rights, violate the rules of business ethics, incur in punishable conduct such as corruption or money laundering, among others.**

The provisions of this Code are additional to the commitments and obligations that each Supplier or Contractor acquires by **virtue of the contractual or commercial relationship with Alianza Team**, and does not exempt them from timely and proper compliance with them.

Non-compliance with this Code by the Suppliers and Contractors of Alianza Team may lead to the imposition of the sanctions established in the documents that support their commercial or contractual relationship with Alianza Team, without prejudice that Team may decide to take the administrative, judicial and extrajudicial measures that may be necessary.



06

Guidelines

6.1 ALIANZA TEAM PRINCIPLES

6.1.1 Honesty



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

6.1.2 Ethics



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

6.1.3 Responsibility



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



6.1.4 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 beliefs, 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.

6.1.5 Loyalty



We are **always trustworthy**.

6.1.6 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.

6.2 ALIANZA TEAM STANDARDS

6.2.1 Business Ethics

Alianza Team Ethics and Compliance Program aims **to avoid the materialization of ethical**, legal and regulatory risks. Likewise, to guarantee that all our practices are adjusted to the legal framework of all the countries where we operate, **defending free competition, rejecting any situation of corruption, transnational bribery or any other crime or reprehensible conduct or anticompetitive behavior.**

In accordance with the above, Alianza Team expects all its Suppliers and Contractors to act in strict compliance with the law in a broad sense, **refraining from conduct that may be qualified as illegal or illicit.** Therefore, Alianza Team's Suppliers and Contractors are obliged to:

A. Work against corruption in all its forms.



B. Report any case of conflict of interest: For us, any situation that does not allow the simultaneous satisfaction of the interests of the organization when dealing with employees, customers, suppliers, organizations or individuals who seek to do business with us, generates a conflict situation.








In order to comply with these premises, prior to the engagement of any supplier or contractor, **the company will carry out a Due Diligence process whose objective is to collect information about the commercial, reputational and sanctioning background in administrative, criminal or disciplinary matters** that have affected, affect or may affect the persons subject to the Due Diligence. In its execution, it will be sought to rule out warning signs or background information focused on the commission of money laundering, financing of terrorism, corruption, transnational bribery and any other associated crime.

Suppliers and Contractors shall refrain from making promises, giving or receiving unjustified benefits, with the intention of obtaining preferential treatment from Alianza Team and third parties, public or private.

6.2.2 Human Rights and Labor Relations Protection

Alianza Team is committed to the promotion, compliance and protection of Human Rights according to internationally recognized standards adopted by the organization, as well as by current legal regulations. **In this sense, Team's Suppliers and Contractors are obliged to:**

-  **A.** Support and respect the protection of Human Rights.
-  **B.** Avoid being involved in circumstances that may be considered as abuses of Human Rights.
-  **C.** Respect freedom of association and collective bargaining and the effective recognition of the right to collective association.
-  **D.** Refrain from engaging in activities that may be considered expressions of forced labor.

-  **E.** Refrain from promoting, participating in or executing practices that violate the rights of minors, including but not limited to the hiring of minors under conditions different from those accepted by current regulations.
-  **F.** Refrain from practices that may be considered discriminatory in the workplace.
-  **G.** Ensure legal compliance related to working conditions such as the payment of fair wages, health, social security and social benefits.
-  **H.** Support the application of a precautionary approach to environmental issues.
-  **I.** Adopt initiatives that promote greater environmental responsibility.
-  **J.** Encouraging the development and diffusion of environmentally friendly technologies.
-  **K.** Refrain from engaging in conduct that disregards, injures or jeopardizes the inalienable labor rights of its employees.

6.2.3 Environmental protection

As part of our commitment to sustainability, Alianza Team is committed to the protection of the environment and the social environment that surrounds us, and this responsibility is shared with all our suppliers and contractors.

Accordingly, in Alianza Team we assume this commitment in our own operations and hand in hand with all our suppliers and strategic allies in the chain with whom we promote the protection, conservation and proper use of resources to ensure a responsible supply in compliance with environmental, social and governance criteria.

On the other hand, as part of our NDPE commitment (No Deforestation, No Exploitation and No Peat Development) and biodiversity conservation, we work to promote good practices throughout our supply chain. All Alianza Team Suppliers and Contractors must be committed to:



The prohibition of conversion of High Conservation Value (HCV) areas, High Carbon Caches (HCS), peatlands regardless of their depth and other ecologically sensitive landscapes.



The prohibition of burning for the preparation of new plantations or replanting.



Sustainable management and use of natural resources, adapting good agricultural practices.



Responsible pest management and limits on the use of agrochemicals.



Measurement, reporting and reduction of greenhouse gas emissions.



Integrated waste management, protecting the ecosystem and human health.



Resource efficiency.

6.2.4 Labor Relations

All Alianza Team Suppliers and Contractors are expected to fully and timely **comply with their labor obligations**, respecting the maximum legal working day as well as the recognition and payment of any overtime that may be caused. With respect to discrimination and harassment, **it is expected that its collaborators receive equal conditions without being discriminated by race, sexual orientation, gender, political preference, religious belief or any other factor**, negatively affecting opportunities in the workplace and the work environment.

It is reiterated that Alianza Team expects its Suppliers and Contractors to refrain from employing minors without fulfilling the legal requirements, **as a measure to discourage child and forced labor**.



6.2.5 Occupational Health and Safety

All Alianza Team Suppliers and Contractors **must be committed to complying with the law, Alianza Team's** policies and procedures governing occupational safety and health. Likewise, they acknowledge and accept that from time to time Alianza Team **will require the completion of training and courses related to occupational health and safety as a requirement for the conclusion and/or execution of contracts**.

6.2.6 Alcohol and Prohibited Substances

Alianza Team prohibits the development of activities and the provision of services under the influence of alcohol or other psychoactive or psychotropic substances. Therefore, all Alianza Team Suppliers and Contractors are expected to have suitable **personnel for the provision of services and goods contracted by Alianza Team.**



6.2.7 Prevention of Money Laundering and Financing of Terrorism

All Alianza Team Suppliers and Contractors are **committed to the fight and prevention of money laundering, financing of terrorism and proliferation of weapons of mass destruction.** Thus, they shall adopt the necessary controls and measures to implement controls that prevent situations that may be **considered as constituting money laundering and financing of terrorism from occurring through their operations.**



6.2.8 Protection of Personal Data

All Alianza Team Suppliers and Contractors declare **to comply with the personal data protection regime applicable to the country in which they provide their services to us.** In accordance with the above, all Suppliers and Contractors are expected to have policies, manuals or **procedures that ensure the correct treatment of the personal data on which they carry out some type of treatment.**

6.3 REPORTING VIOLATIONS

All Suppliers and Contractors of Alianza Team are **responsible for reporting possible breaches or suspected breaches of this Code,** as well as other irregular or unlawful situations of which they become aware. To do so, they may contact the Compliance Officer directly or through the Integrity Line:



Colombia:
01-800-911-0011.



Mexico:
01-800-288-2872.



Chile:
800-360-312.



United States:
888-265-9894.

Once you have reached the Integrity Line, **you must type 888-265-9894 and select language.** To report on the web, the address is:

<https://teamfoods.alertline.com> 

Suppliers and Contractors **shall provide true, honest, complete, unbiased and timely information.**



6.4 SUPPLIER OR CONTRACTOR ACCEPTANCE

The Supplier or Contractor, by signing this Code declares:

6.4.1 That he/she received a copy of this Code and is aware of its contents and scope.

6.4.2 That he/she knows and complies with the laws and regulations applicable in the Republic of Colombia and in the countries in which he/she carries out his/her activities.

6.4.3 That it shall report to Alianza Team any breach of the provisions of this Code.

6.4.4 To inform and disclose to all its employees, contractors and subcontractors the provisions of this Code and to ensure compliance with it.

07

ANNEXES

N/A

08

CHANGE CONTROL

June 20, 2023



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