

**ALIANZA
TEAM
POLICY
GUIDELINES**

INDEX

ALIANZA TEAM BEHAVIORS AND PRINCIPLES TO NURTURE A BETTER TOMORROW 05

IN WHAT WE BELIEVE IN AND CARE ABOUT _____	06
WHAT WE ARE _____	07
OUR BEHAVIORS OR PRINCIPLES _____	08
2030 VISION _____	08
INTEGRITY LINE _____	11

TEAM PEOPLE CODE OF CONDUCT 12

Alianza Team and its People _____	13
Alianza Team and its Business Partners _____	16
Alianza Team and its Competitors _____	19
Alianza Team and the Community _____	20

PROGRAM AND POLICY DEVELOPMENT 24

1. Alianza Team Corporate Governance Structure _____	24
2. Ethics and Compliance Program _____	25
3. Internal Labor Regulations _____	28
4. Alcohol, tobacco and other psychoactive substances policy _____	29
5. Integrated Management Policy Commitment against food loss and waste _____	29

6. Fiscal Policy _____	35
7. Human Rights (HHRR) _____	36
8. Procedure for Investigating Conflict of Interest, Corruption and Fraud Conduct _____	39
9. Risk Management Policy _____	21
10. Intellectual Property and Regulatory Affairs Policy _____	43
11. Information Security Policy _____	43
12. Personal Data Policy _____	45
13. Self-control and Integrated Risk Management System Policy for Money Laundering, Financing of Terrorism and Financing for the Proliferation of Weapons of Mass Destruction (SAGRILAF) _____	45
14. Responsible Purchasing Policy _____	46
15. Supplier Code _____	59
16. Voluntary Agreement for Zero Deforestation in the Palm Oil Chain in Colombia. _____	59
17. Health and Nutrition Commitment _____	59
18. Packaging Commitment _____	60
19. Commitment to Self-Regulation in Advertising Directed to Children Under Twelve Years of Age _____	61
20. Social Development Strategy _____	61



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 prioritized 4 action 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.

We have the conviction to continue being allies that make a difference and we work daily to build trusting and long-term relationships, that generate value for 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.

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 more than 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 we 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.
President and CEO Alianza Team

IN WHAT WE BELIEVE IN AND CARE ABOUT

Our people:

We believe in people, their talent and their potential to achieve everything they set out to do.

Sustainability:

We work to leave a better world for future generations.

Our shareholders:

We grow in a profitable and sustainable way, seeking to be the best investment for our shareholders.

01

Talent:


We put our people first, so taking care of their physical and mental health and well-being and that of their families is of the highest priority for the company.



02

Innovation:

We define innovation as the creation of solutions that generate high impact and differentiation throughout the value chain to grow and monetize businesses where our solutions and brands make a difference. We work through a robust ecosystem that allows us to stay at the forefront of our industry globally.

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

03

Strategic relationships:

Knowing and understanding the needs and expectations of our stakeholders is essential to meet our objectives in the short, medium and long term in the economic, environmental and social dimensions of sustainability, leaving a better tomorrow for future generations. It allows us to anticipate future trends and changes, proactively managing risks and capitalizing on opportunities to protect and strengthen our corporate reputation.

WHAT WE ARE



We are agile and innovative

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



We are safe, reliable and transparent

- Committed to positively impact our stakeholders by always fulfilling our commitments.



We are allies in making a difference

- With depth and knowledge, we offer solutions that transform our environment.



We are optimistic and enterprising

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

OUR BEHAVIORS OR PRINCIPLES:

1

We understand our business, the environment in which we operate and we understand the market strategically.

2

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.

3

We build valuable relationships, act with ethics, commitment and with the premise of having transparent relationships within the framework of applicable legal compliance.

4

We are aware of our impact on 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.

5

We guarantee excellent customer service. Therefore, we understand and anticipate the needs of the market by delivering valuable solutions.

6

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.

7

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 our commitments to ensure the sustainable growth of the organization, aligned with the Sustainable Development Goals of the United Nations 2030 agenda, to continue being allies of the development of our people, communities, value chain and the planet and thus leave a better future for the next generations..

2030 VISION

Nurturing a better tomorrow

WE POSITIVELY IMPACT

<p>Enhancing the well-being of our people and contributing to an improvement in their quality of life.</p>	<p>Contributing toward the empowerment and development of our allies and communities.</p>	<p>Ensuring compliance with our principles and values throughout the value chain.</p>	<p>Leaving a better planet for the future generations.</p>
 <p>Prepare and support our talent by ensuring that each individual expresses their full potential.</p>	 <p>Provide formal and informal education opportunities to our allies.</p>	 <p>Secure 100% of our agricultural supply chains through our responsible sourcing strategy.</p>	 <p>Differentiate our own operations, reducing direct environmental impacts to a minimum.</p>
 <p>Promote an inclusive, equitable, safe, healthy and respectful of human rights work environment</p>	 <p>Assist the employability cycle once the educational stage has been completed</p>	 <p>Manage opportunities and risks comprehensively under a transformation logic.</p>	 <p>Promote climate change adaptation and migration actions along the vale chain.</p>
 <p>Contribute to improving the quality of life of our employees and their families.</p>	 <p>Support ventures close to our areas of influence, aligned with our operation.</p>	 <p>Contribute to food security and community welfare.</p>	 <p>Leading the change towards a more sustainable world from our bussinesses and brands through innovation and circularity.</p>

Learn more about Vision 2030 [here](#). 

We are convinced that compliance with these statements will be possible, among others, through innovation, digital transformation, the adoption of emerging technologies, a solid culture of measurement and reporting, and strategic communication with our internal and external stakeholders.

We work day by day with our partners in a transparent manner, based on respect, trust and consistency with the principles and values stated in this document, creating shared value, development and prosperity. For this reason we set the following objectives taking into account the desired level of involvement:



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.

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: 01-800-911-0011.
.....			
		Chile: 800-360-312.	
		México: 01-800-288-2872.	

Once connected, type 888-265-9894 and select the language. The complainant receives a case number and pin to return to the system to receive feedback.

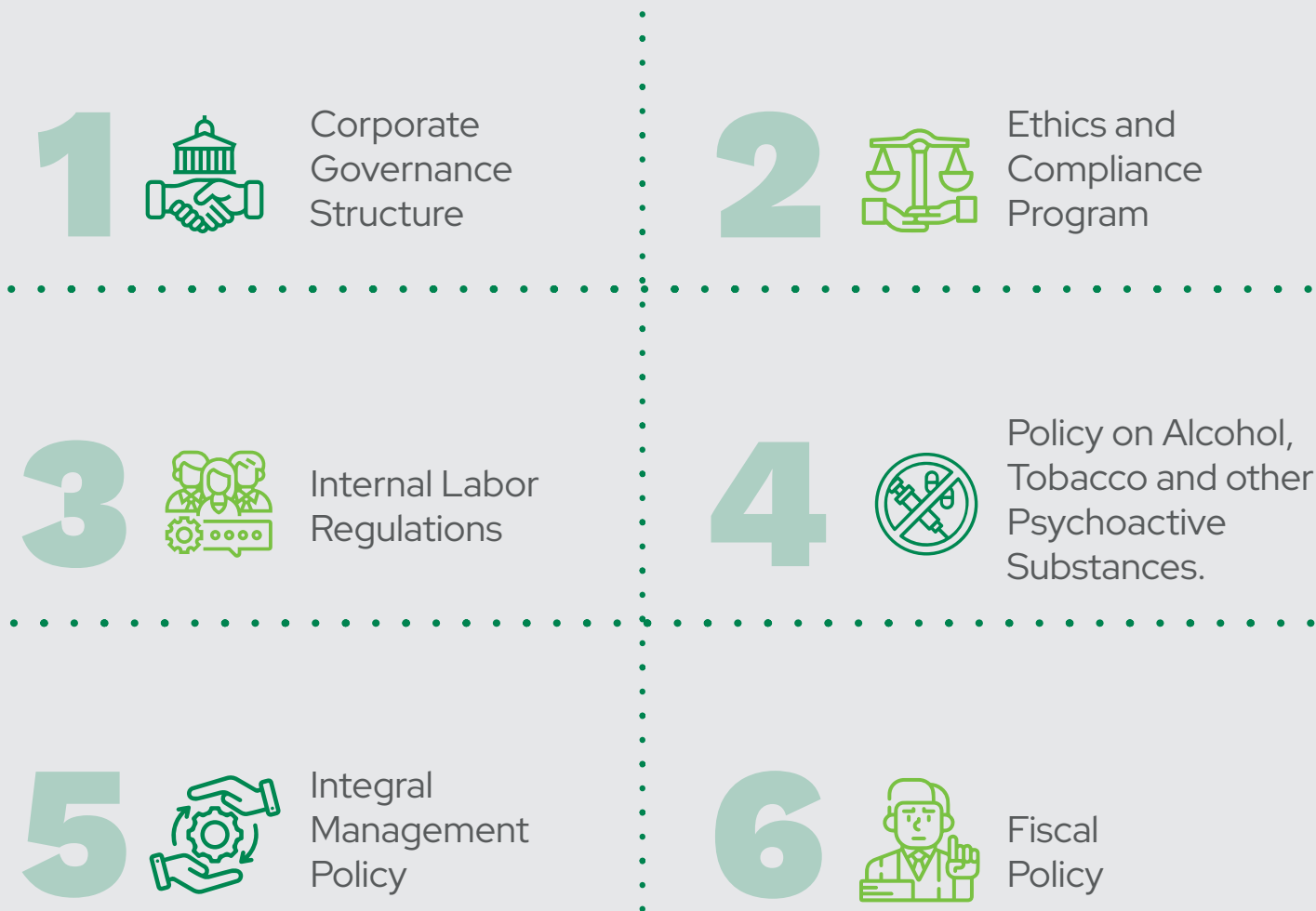
You may also direct the report to the Compliance Officer at cumplimiento@alianzateam.com.

The President, 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.

TEAM PEOPLE CODE OF CONDUCT

Alianza Team employees are committed to:

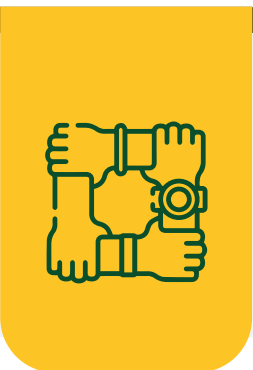
- 1 Complying with the regulations of the countries where they provide their services and especially those that refer to the protection of internationally recognized human rights, ethical trade and the environment.
- 2 To comply with the standards, policies and commitments declared by the organization.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



1. Alianza Team and its People

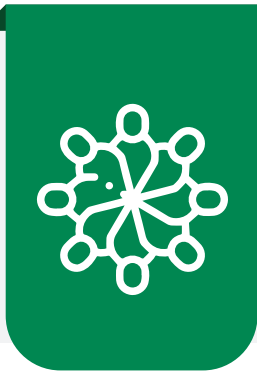
Respect for people

The following guidelines are aligned with the ETI¹ (Ethical Trading Initiative) code:



We respect people's dignity, as well as their privacy, individual rights and human rights.

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 sexual and non-sexual harassment, such as labor, physical, psychological, emotional or any other type of harassment.



1 - To learn more about the ETI code, visit: <https://www.ethicaltrade.org/>.

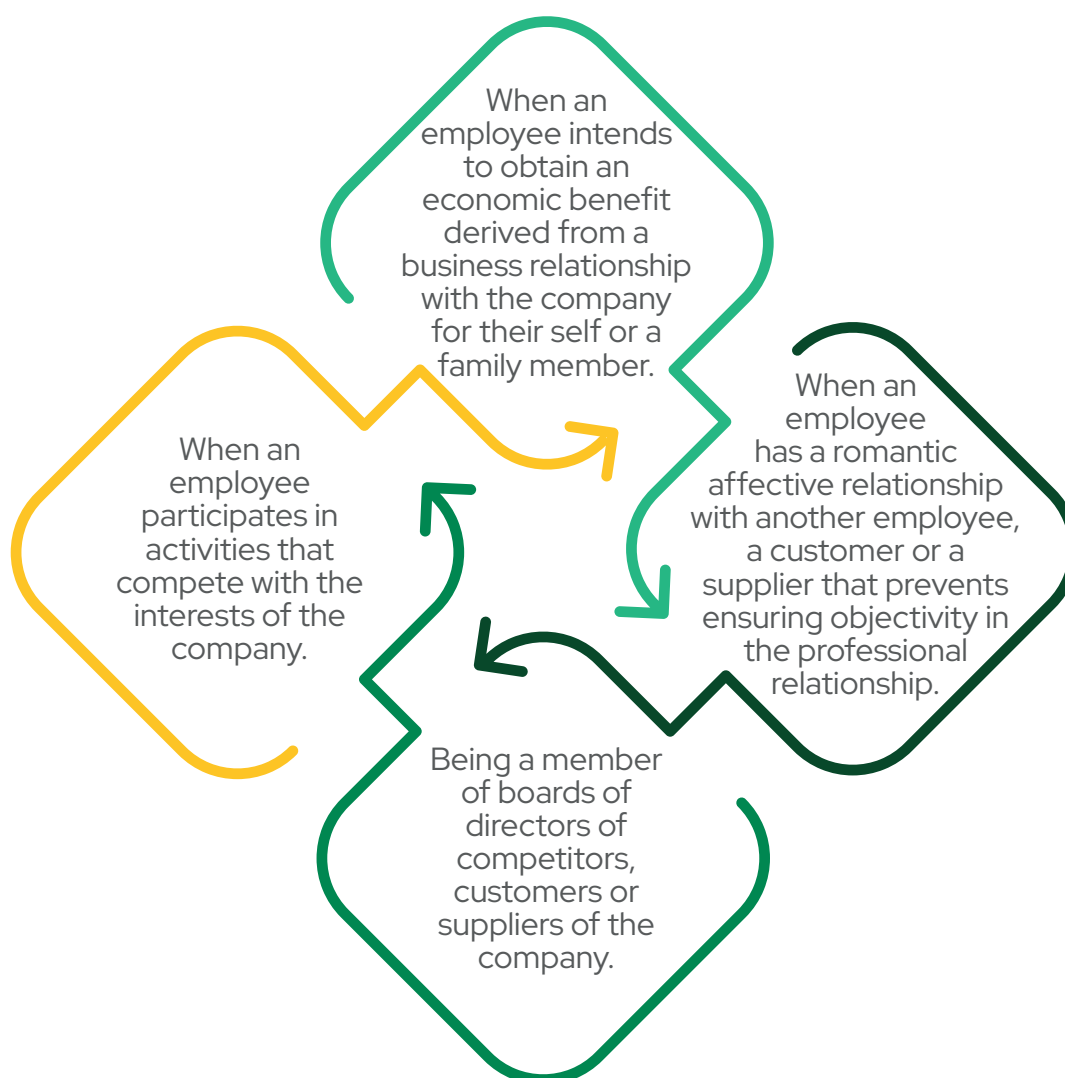
Human Rights Policy

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.

Situations that may constitute a conflict of interest include, but are not limited to, the following:



As an organization, we are committed to analyze 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.

Procedure for Investigation of Conflict of Interest, Corruption and Fraud 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

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.

9



Risk Management Policy

10



Intellectual Property and Regulatory Affairs Policy

11



Information Security Policy

12



Personal Data Policy

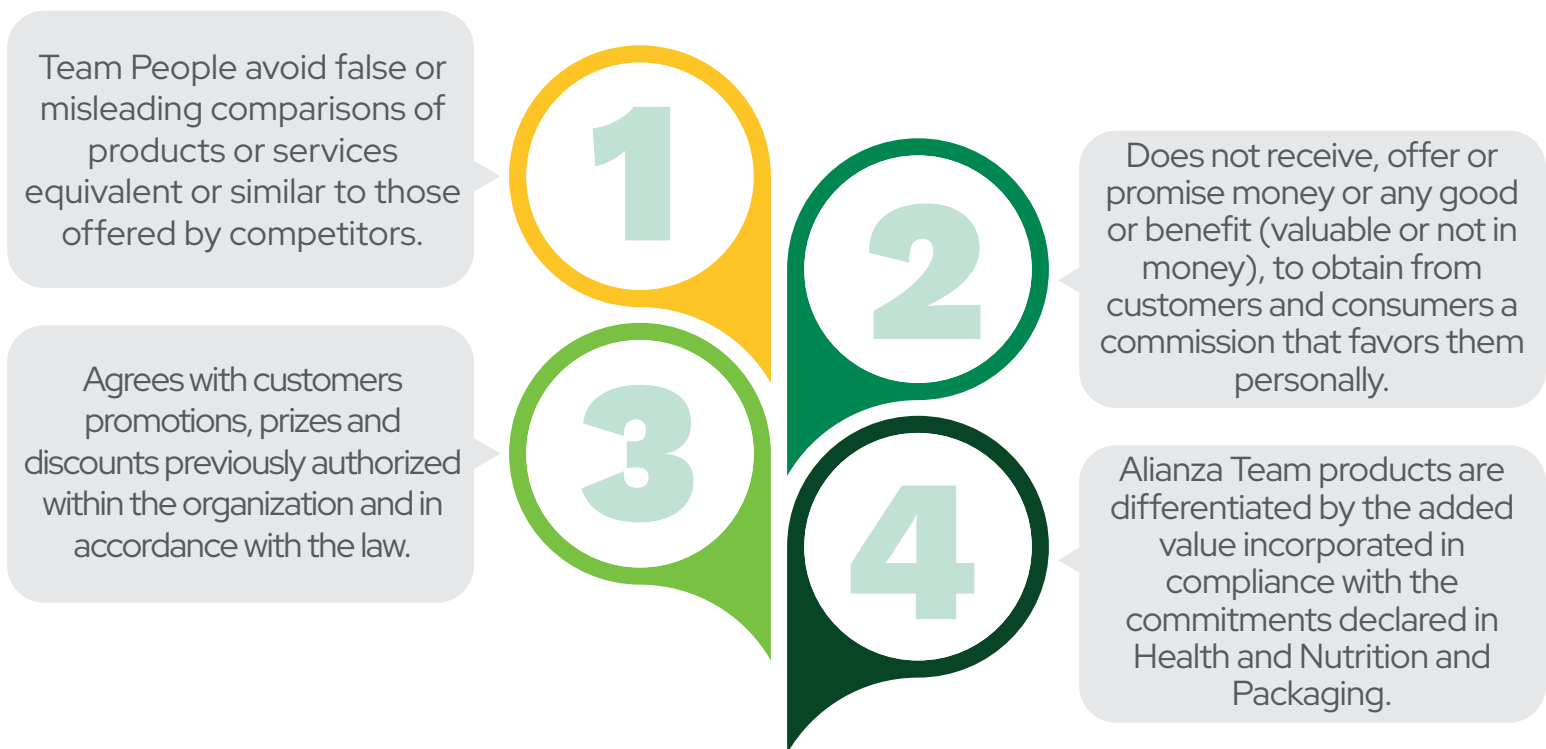
2. Alianza Team and its Business Partners

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 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' and customers' 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:

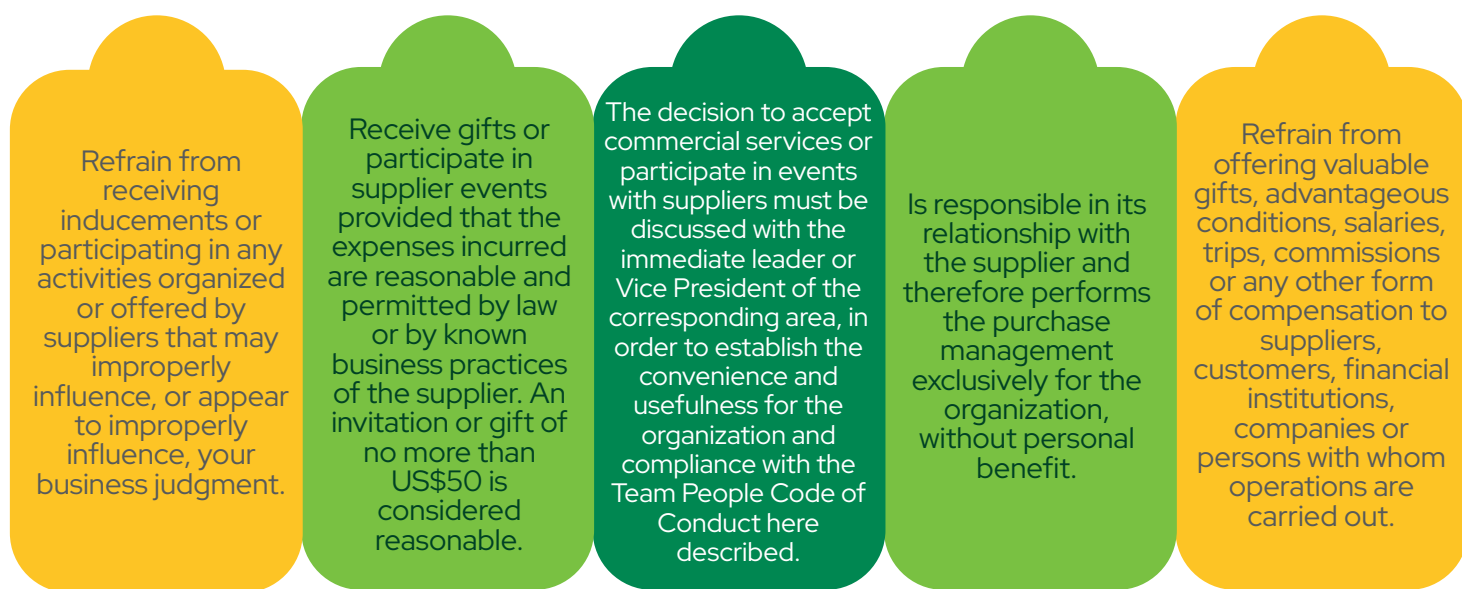


Conduct towards suppliers

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 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 and service.

Obligations of our employees:



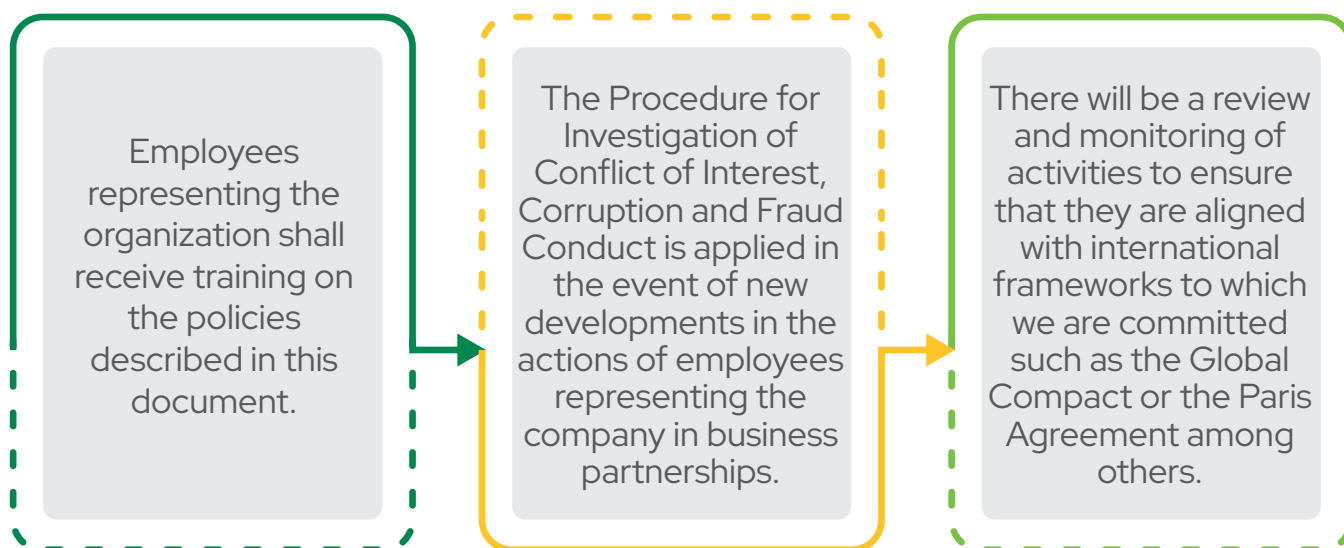
Quotations, negotiations and preparation of contracts

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

Allianza 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:



13



SAGRILAF
Manual

14



Responsible
Purchasing
Policy

15



Supplier Code

16



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

17



Health and Nutrition Commitment

18



Packaging Commitment

3. 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:

1

Make statements based on duly supported facts about products and services. In the event of resorting to comparisons, do so through true and verifiable assertions.

2

Respect the confidentiality of trade secrets.

3

Obtain information from a competitor by legal means.

4

To win in the market due to the quality and value of our products and our distinctive capabilities.

5

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.

6

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.

19



Self-Regulatory Commitment on Advertising Directed to Minors under the Age of Twelve

4. 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 environment that surrounds us, and this responsibility is shared by all 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, packaging 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

Knowing and understanding the needs and expectations of our stakeholders, and building long-term relationships based on transparency, trust and mutual benefit is a priority for the organization. These guidelines are of a corporate nature and establish the focus of work to be developed locally in the different areas of operation:



The authorized local teams at each facility are responsible for the development of the strategic relationships, taking into account their understanding of the local context, the operation and the ability to identify mutually beneficial actions with the different stakeholders, consistent with corporate guidelines.

2

There are several communication channels - verbal and written, physical and digital - that can be used for this purpose. In all cases we guarantee a reception, treatment, management and response in accordance with the nature of the same, ensuring transparency and reliability in the relationship.

3

From the values that represent us as Team People, we communicate in a clear and transparent manner the commitments that we can assume and those that we cannot, according to our corporate guidelines.

4

In any scenario that generates doubts about a possible reputational impact, the Corporate Affairs team should always be consulted for due analysis.

5

The exchange of information between the local teams and Corporate Affairs is continuous to ensure the consolidation and quantification of the results and impact generated by the different initiatives..



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 (SAGRILAFIT), he/she shall notify the Compliance Officer.

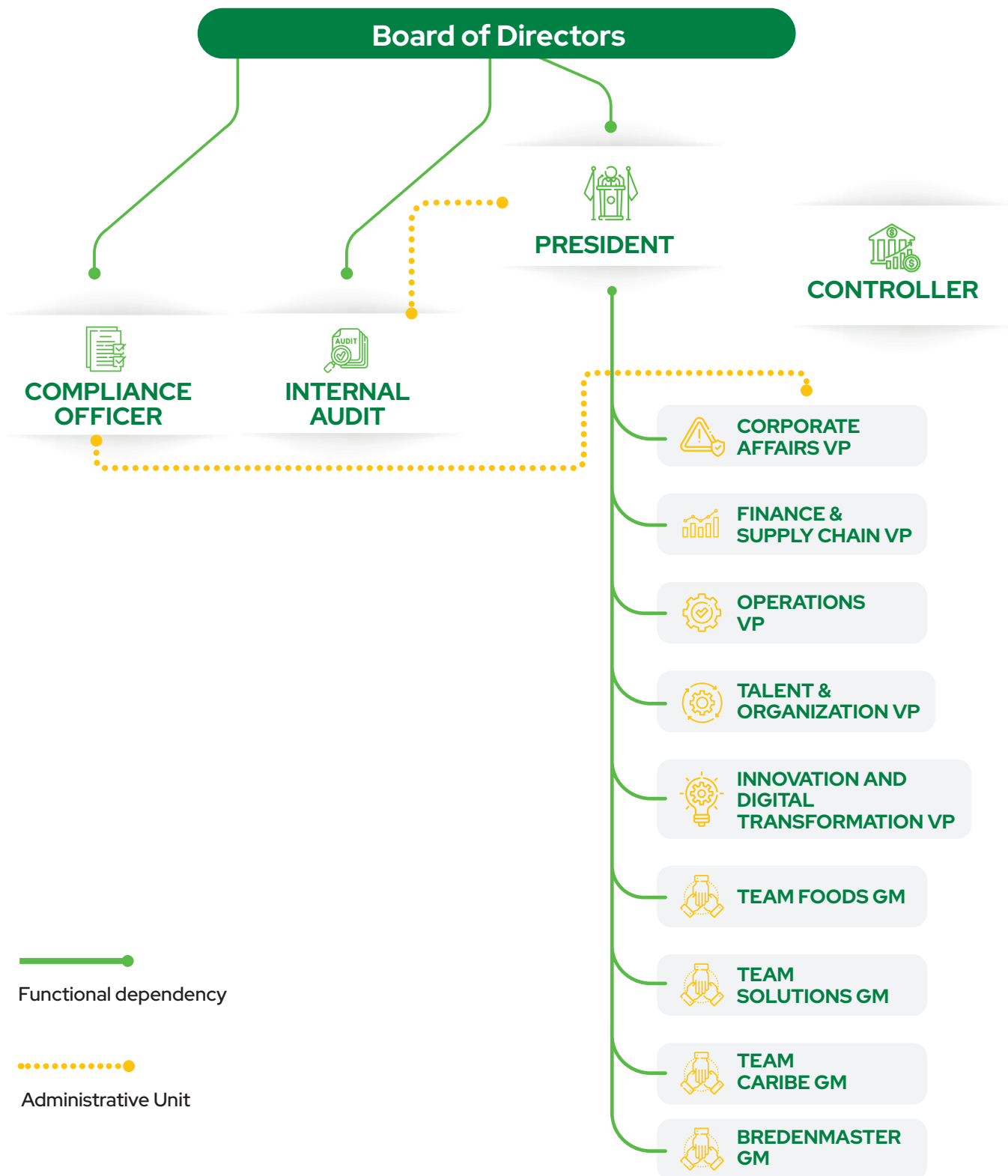
Regarding the relationship with governmental entities, Alianza Team employees:

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:

1	SAGRILAFT Policy	6	Ethics and Transparency Manual
2	Hiring Policy	7	SAGRILAFT Manual
3	Travel Expenses Policy	8	Procedure for Investigating Fraud, Corruption and Conflicts of Interest.
4	Risk Management Policy	9	Supplier Creation Procedure
5	Credit Process Management and Control	10	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 (PTEE) 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.

Team People acknowledge that they are personally responsible for:

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.

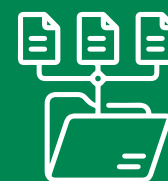
We work every day to ensure that all our practices are in line with the legal framework of the countries where we operate, rejecting any situation of corruption, transnational bribery or any other crime or reprehensible conduct, reflecting how we nurture a better tomorrow in a transparent manner.

Documents related to the Program:



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.

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.



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.

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

As a transversal axis of our management, 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.

This policy covers all our operations, products and services, distribution and logistics processes, waste management, suppliers, service providers and contractors, as well as other key business partners, and future acquisitions. The Comprehensive Management Policy is reviewed annually by the leaders of the management systems, and if no adjustments are required, it will remain unchanged. Approval is by Alianza Team's senior management and is signed by the legal representative.

Comprehensive Management Statement:

At Alianza Team we work with the purpose of nurturing a better tomorrow. We make a difference through our brands 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.

Focus on sustainability:

We seek alternatives that go beyond legal compliance, implementing the highest international quality standards in our processes, and always acting within a framework of integrity, transparency, respect and promotion of human rights, taking into account the needs and expectations of our different stakeholders based on relationships that generate commitment, trust and benefits, being allies for development.

Environmental management:

Committed to the protection and care of the environment, through the proper use of natural resources, the promotion of projects with a circularity approach, carbon footprint management, and good practices in accounting, standardization and management of indicators that allow us to comply with the established environmental goals and objectives, we promote continuous improvement of our environmental performance.

1. Water and energy:



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.

2. 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.

3. 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.

4. 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 strategies, climate change and biodiversity.

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.

7. Measurement and reporting culture:



Promotion of the measurement and reporting culture at all levels of the organization. The evaluation, measurement and monitoring of compliance with the comprehensive management policy will be carried out through compliance indicators associated with each of the objectives of the different management systems of the organization.



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.

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.

Reduction of food loss and waste.

2

- 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 the Occupational Health and Safety Management System, we ensure the safety and well-being of all our employees in each of the organization's operations. We implement prevention programs with the aim of promoting healthy lifestyle habits that allow us to promote the well-being of people and promote a culture of safety and prevention of occupational hazards in our employees, suppliers and contractors. Under this strategy we work on continuous improvement, strengthening our programs, measurement, reporting and indicator management.



Supply chain security risk control



6. 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:

A.

The arm's length principle in relation to transfer pricing for transactions between related parties.

B.

No use of tax structures without corporate substance or tax havens or low or no tax jurisdictions to avoid tax effects.

C.

No transfer of value or incursion in aggressive tax planning practices that erode the tax bases of the countries where Alianza Team operates.

D.

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.

7. Human Rights Policy (DDHH)

We reiterate our commitment to respect, promote and protect human rights, understood as the inherent rights of 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's Declaration on Fundamental Rights at Work.

Commitments:



We recognize the importance of working hand in hand with the state as a promoter and guarantor of human rights and believe in diversity and inclusion of the population, without any type of discrimination.



We ensure that all our policies, guidelines, plans and direct actions are consistent and respectful of human rights, including labor practices to ensure equal access to opportunities and remuneration.



We are committed to periodically train and promote among our stakeholders -especially our suppliers, contractors, business partners and collaborators- the respect, protection and remediation of human rights in their activities, whether or not they are related to Alianza Team, in order to prevent and mitigate possible negative impacts.



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 impacts, remediate the real ones and avoid their repetition.



We integrate the conclusions of the evaluations carried out in the different practices and internal processes to continuously reinforce the declared commitment to respect human rights in all actions.



We protect and respect all people as workers, so we continuously evaluate and monitor our value chain to ensure human and labor rights, avoiding human trafficking, child or forced labor, or any other type of potential or actual impact. This is done based on the level of risk exposure of each chain and its respective prioritization.



We protect the rights of indigenous peoples and local communities in commitment to the Universal Declaration of Human Rights and ILO Convention 169, especially in relation to their right to prior consultation and to obtain their free, prior and informed consent (FPIC) before the start of a project or activity on land where they have legal, communal or customary rights and which requires obtaining it.



The Labor Relations and Integrity Committee will hear complaints of human rights violations at Alianza Team and will take appropriate action to report any violations of this Policy and the law to the competent authorities.

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, 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.

8. 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.

9. Risk 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.

Alianza Team's Comprehensive Risk Management System (CRMS) is based and developed under high international standards in risk management and internal control "ISO 31000:2018 - COSO ERM:2017", with which we seek to protect and mitigate risks at the strategic, financial, operational, compliance and emerging levels. For this we have a set of policies, guidelines, procedures and best practices for the administration and management of risks in all our operations and geographies, guiding actions towards prevention, mitigation, reduction of impacts and assurance.

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

- 1 Comply with the policies and commitments established in the Alianza Team Policy Guidelines.
- 2 Work for risk management in human rights and environmental matters through due diligence in our own operations and throughout the value chain.
- 3 The CRMS must be aligned with the strategic objectives of the organization.
- 4 The CRMS must be unified and oriented to the coverage, control and quantification of the organization's risks.
- 5 The processes of the CRMS must be executed by all the organization's employees.
- 6 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.
- 7 To carry out frequent monitoring of priority risks.
- 8 Cooperate with governmental bodies and agencies, generating adequate communication channels that contribute to the company's resilience.

- 9 Provide the necessary resources for the implementation of the system.
- 10 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.
- 11 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 execution of a logical, systematic and structured model, we plan, identify, analyze, evaluate, control, monitor, record and effectively communicate the associated risks in order to effectively and efficiently achieve short, medium and long term objectives, such as the creation of value throughout the value chain.

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 adopt the

recommendations of the Financial Stability Board (FSB) and, in line with 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.

10. 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.

11. 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.

We have an information security model, made up of:

Governance Structure

Formed by an Information Security Committee whose purpose is to coordinate information security issues from a managerial approach.

Composed of 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.

12. 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.

13. 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)

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 SAGRILAFT 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.

14. 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:



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 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 information on the origin of our raw materials and in line with the objectives of the organization.

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:

Occupational health and safety:

The following guidelines are aligned with the ETI (Ethical Trading Initiative) code:



Ensure the comprehensive protection of employees and their suppliers by ensuring the implementation of health, safety and hygiene measures, guaranteeing the personal protection elements and resources necessary to adequately perform their work, such as free access to drinking water, sanitary facilities and first aid.

Train workers in occupational health and safety on a regular basis, including knowledge of high-risk tasks, which must be handled exclusively 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.

Human Rights (HRR):

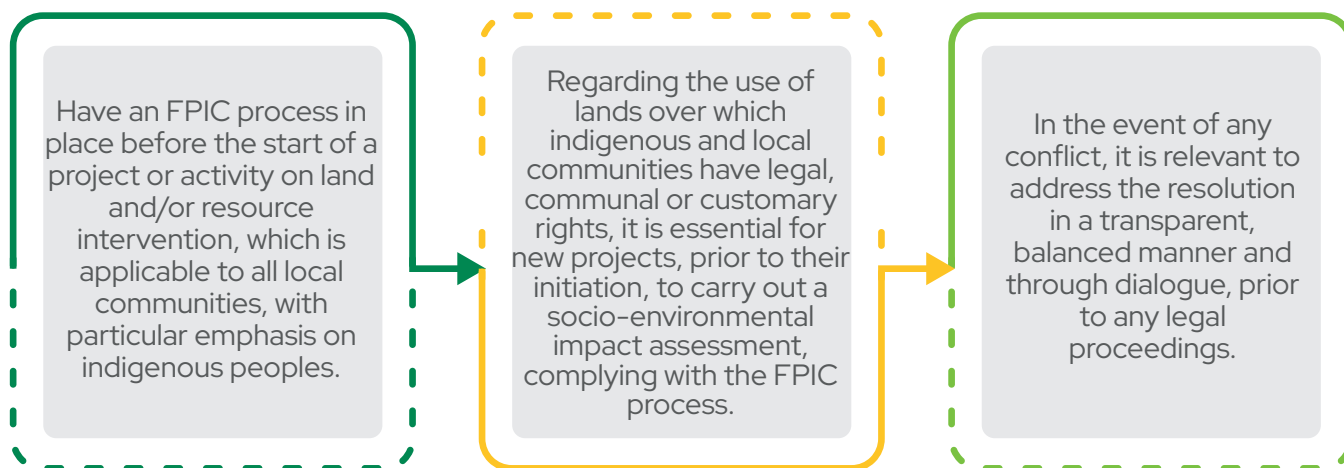
Guided by the rights established in the International Bill of Human Rights and the fundamental rights of the Declaration of the International Labor Organization, the UN Guiding Principles on Human Rights and Gender Equality, Alianza Team requires its suppliers at all levels to commit to respect all internationally recognized human and labor rights, not to promote or allow violations or be complicit in abuses of these within the organization or along its value chain.

In addition, we promote respect in particular for human rights defenders and defenders of nature. We integrate due diligence² into our responsible sourcing strategy by determining actual or potential negative impacts on human rights and the environment; preventing or mitigating potential negative impacts; ending or minimizing actual negative impacts; establishing and maintaining grievance and complaint reporting and remediation mechanisms; monitoring the effectiveness of our due diligence strategy and measures; and communicating publicly about our due diligence process.

2 - Due diligence enables companies to proactively manage the actual and potential risks of adverse effects in which they are involved. [Click here for more information.](#)

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:



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 Peoples.

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, 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.

1

2

Take timely remediation measures in the event of situations or negative consequences to the human or labor rights of indigenous peoples 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 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

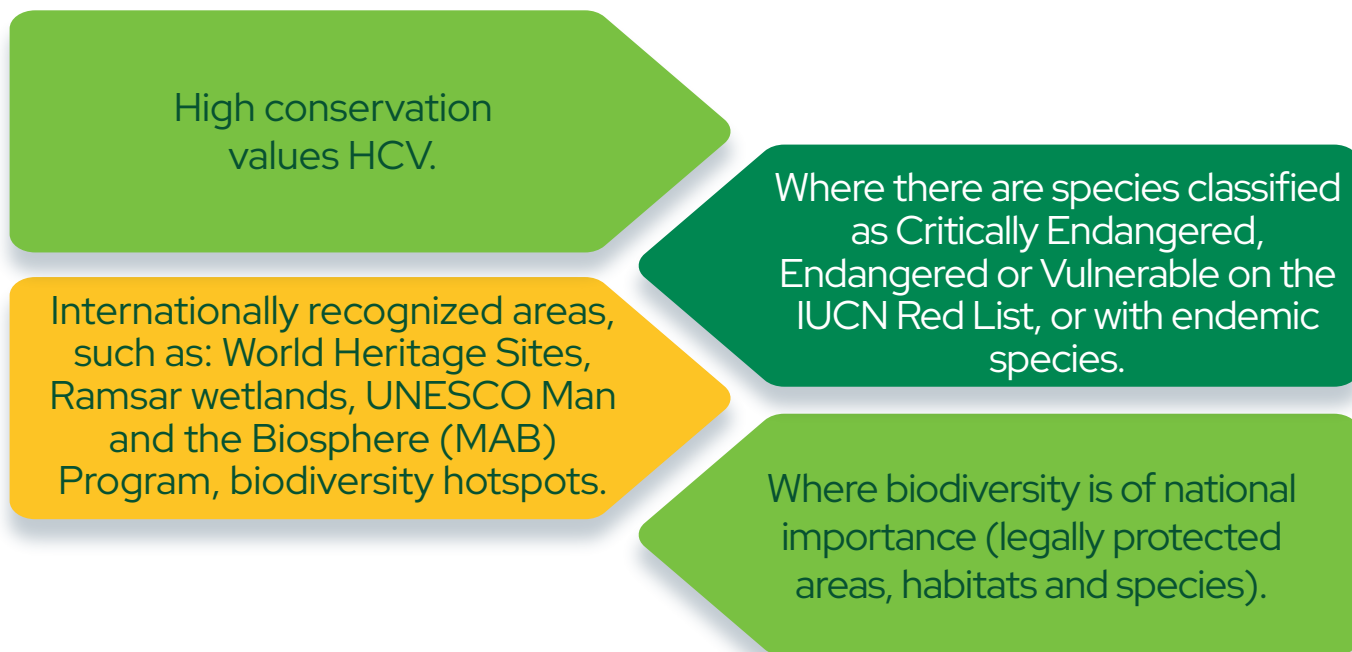
Producers can benefit by implementing these best practices, improving production yields along with protecting ecosystem services and reducing fixed costs.

Biodiversity:

We commit, consistent with the Net Positive Impact³ principle of the United Nations Convention on Biological Diversity (CBD), we work in our own operations and encourage our value chain partners to avoid impacts and, if not possible, limit or reduce impacts on nature and where appropriate the restoration of negatively 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:

3 - Net Positive Impact is the commitment, aligned with the 'Post-2020 Global Biodiversity Framework' in connection with the United Nations Convention on Biological Diversity (CBD)



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 2030

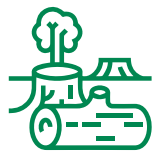
As part of our NDPE commitment (No Deforestation, No Peat Expansion and No Exploitation of People and Communities) and biodiversity conservation in our own operations and in our suppliers' operations as well as in their value chain, we work to ensure:



Prohibition of the conversion of: high conservation value areas (HCV)⁴ 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. 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).

4 - We understand high conservation value areas according to the definition and guidelines of the High Conservation Value Resource Network.

5 - To learn more about the HCSA methodology visit: www.highcarbonstock.org



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 (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.

15. 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 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.](#)

16. 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.

17. Health and Nutrition Commitment

Aligned with our corporate purpose of Nurturing a Better Tomorrow, 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 innovation, 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 and giving them moments of happiness.

18. Packaging Commitment

As part of our 2030 Vision, we seek to lead the change towards a more sustainable world from our businesses and brands through innovation and circularity, aware of the impact of our packaging. We are committed to ensuring that 100% of our packaging is designed to be recycled, reused or composted, so that it can be used or incorporated into a local production cycle, minimizing the possibility that it will end its useful life in a landfill or water source.

The Corporate Packaging Committee, composed of the Packaging Innovation and Development, Management Systems and Environment, Information Technology, Purchasing and Sustainability teams, promotes the following strategic axes:

AXIS	Management approach	Programs / objectives
REDUCE	Eliminate non-essential packaging, reduce weight and complexity in the design of packaging material components.	<ul style="list-style-type: none"> - Evaluate 100% of our packaging by 2025, identifying reduction opportunities (lightening, simplification or elimination), both in primary and secondary packaging and packaging, including the possibilities of reusing the latter. - Logistics optimization to eliminate and reduce packaging. - Search for reuse opportunities in secondary and tertiary packaging*.
RETHINK	Design our packaging to be recycled, composted or reused.	<ul style="list-style-type: none"> - Design a corporate eco-design manual, prioritizing the use of structures and materials with developed post-consumer chains, promoting eco-efficiency and avoiding the use of single-use plastics**. - Incorporate life cycle analysis in the selection of packaging.
TAKE RESPONSIBILITY	Guarantee the closing of our packaging cycle and promote circularity under extended producer responsibility.	<ul style="list-style-type: none"> - Increase the use of post-consumer recycled raw materials of renewable or certified origin in our packaging. - Strengthen recycling, collection and recovery chains through our active participation in collectives. - Raise awareness among our stakeholders about proper composition and management.

*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".

19. 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.

20. Social Development Strategy

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:

Education and employability cycle:

- First job opportunities
- Comprehensive human capital development
- Inclusive business and employment.

Entrepreneurship:

- Support for ventures close to the value chain.
- Environmental management and protection of natural resources.

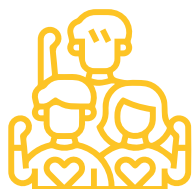
Health, education and housing:

- Programs for access to quality health care.
- Promotion and interest in access to decent housing.
- Access to quality education and formalization of basic studies.

Food security:

- Proper handling and use of food products.
- Nutrition programs and generation of opportunities to improve the quality of life of vulnerable populations.
- Activation and participation in campaigns for the care of local communities.

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 caring for our prioritized stakeholders.




Donations:

We contribute to the initiatives of our allies in order to meet their goals. 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. We make donations in three different ways: product, cash and/or in-kind.



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.



**ALIANZA
TEAM
POLICY
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