

UNCONTROLLED COPY

	COMPREHENSIVE MANAGEMENT POLICY	Code:TE-ALD-PO-007
		Type: POLITICS
		Validity: 2024-07-05
		Versión:009

1. OBJECTIVE

To establish the company's comprehensive management policy, as well as the objectives upon which the integrated management system will be based.

2. SCOPE

This management policy includes the company's guidelines regarding quality and food safety management systems, environmental management, occupational health and safety, and supply chain security, as well as compliance with customer requirements and other stakeholders, including the technical religious requirements of HALAL and KOSHER certification specific to the destination country, as agreed upon.

It applies to all Alliance Team companies in countries where they are present and to all companies that are part of the corporate group of which Team Foods Colombia S.A. is the parent and controlling entity. This policy also applies to activities in which Alliance Team has control and influence over the supply chain.

This policy covers all production operations and commercial facilities, work-related travel, products and services, distribution and logistics, and waste management of Alliance Team. It also applies to suppliers, service providers and contractors, subcontractors, due diligence, mergers, and acquisitions that have business relationships with the company and with whom we align service practices.

3. ASSOCIATED RISK(S)

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

4. DEFINITIONS

4.1. ACCIDENT: A sudden event that causes harm to individuals, facilities, or processes, including traffic incidents, accidents involving machinery, tools, and motorized equipment, serious, major, and fatal accidents, as well as emergencies. The definition of a workplace accident will adhere to each country's legislation.

4.2. OCCUPATIONAL HEALTH AND SAFETY (OHS) ACTIVITIES: These are planned, and systematic actions aimed at preventing incidents, accidents, and illnesses, as well as improving working conditions, promoting a culture of self-care, and encouraging healthy lifestyles.

4.3. MATERIAL ISSUE: An issue that is important to the organization based on the needs and expectations of stakeholders.

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

4.5. VALUE CHAIN: Encompasses all activities within a company that generate value for different stakeholders.

4.6. CLIMATE CHANGE: Variation in the state of the climate that can be identified (e.g., through statistical tests) by changes in the mean and/or variability of its properties, persisting over long periods of time, typically decades or longer.

4.7. WORKPLACE: Refers to any building or open area designated for economic activity within a specific company. (Decree 1072 of 2015, article 2.2.4.6.2)

4.8. CULTURE: The set of values, attitudes, beliefs, and behaviors shared by all members of an organization, from senior management to line personnel.

4.9. FOOD WASTE: The reduction in quantity or quality of food as a result of decisions and actions by retailers, food service providers, and consumers.

4.10. WORK-RELATED TRAVEL: Travel undertaken by organization employees to fulfill their contract or duties in strategic, mission-critical, or support processes of the organization.

4.11. GUIDELINE: A set of instructions or general rules for the execution of an action or plan.

4.12. DISEASES: Any alteration of health affecting the physical, mental, and social aspects of workers. Defined according to each country's legislation.

4.13. INCIDENT: A sudden event that had the potential to cause harm to people, facilities, or processes.

4.14. STAKEHOLDER: An individual or group interested in the activities, products, and/or services of an organization or who may be affected by them. (Pas 99:2008)

4.15. FOOD LOSS: The reduction in quantity or quality of food because of decisions and actions taken by agents in the food supply chain, excluding retail sales, food service providers, and consumers.

4.16. MANAGEMENT POLICY: The organization's commitments and general guidelines that form the basis for establishing process management.

4.17. ROAD ACCIDENT: Any event involving at least one moving vehicle that occurs on a public or private road accessible to the public and results in damage to persons, animals, or property involved. Accidents can happen due to various reasons, including collisions between vehicles, between vehicles and pedestrians, between vehicles and animals or fixed obstacles, or railway vehicles on the track. Multiple collisions are considered a road accident if they occur in succession. Excludes suicide.

4.18. THIRD PARTIES: Personnel of contractors, subcontractors, and visitors who work at or visit the company's workplaces.

5. GENERAL CONDITIONS

The integrated management policy is structured around 6 components that make it comprehensive and include the following for understanding and articulation: Object, Scope, Associated Risks, Definitions, General Conditions, and Guidelines, which include the deployment of indicators that define goals. For this reason, it is always necessary to socialize this document considering all its components.

The evaluation, measurement, and monitoring of compliance with the integrated management policy will be carried out through compliance indicators associated with each of the objectives of the organization's different management systems. Additionally, ensuring the availability of information and necessary resources to achieve planned objectives and goals.

6. GUIDELINES

Our policy is comprehensive because it addresses each of the topics that are of interest to the company. This means that a single policy is divided into each of these topics to explain how Alianza Team ensures compliance and sets guidelines for each management system.




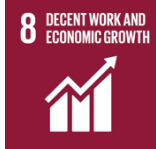


6.1. Content of the comprehensive Management Policy









At Alianza Team nurturing a better tomorrow through three pillars of impact: Empowering people's talent, being allies from the beginning and generating prosperity. We know that we cannot achieve this alone, which is why we act under our corporate philosophy Allies Are More. This way of operating materialized in concrete actions towards our people, our communities, our value chain and our planet.

We make a difference through our brands and our strategic business groups, understanding in depth the needs and expectations of our stakeholders to offer high value solutions through processes, technologies, risk management, effective communications and innovation from a sustainable development approach. We fulfill our overarching purpose across all our operations through the following guidelines:

- Promoting safe and healthy work environments through the implementation of occupational health and safety activities aimed at preventing incidents, accidents, and illnesses among our employees and third parties working at or visiting our facilities.
- Ensuring customer and consumer satisfaction by consistently delivering quality, safe, and wholesome finished products, while mitigating food losses and waste.
- Sustainable use of natural resources and pollution reduction, managing risks and opportunities related to climate change and biodiversity across our operations and throughout our value chain, including actions for climate adaptation.
- Ensuring the security and reliability of the supply chain (upstream and downstream), protecting our processes, assets, information, employees, and stakeholders from threats they may face.
- Respecting, protecting, and upholding human rights and fundamental labor rights throughout our value chain.
- Strengthening community relations based on trust, listening, and transparency, led by local primary teams, and creating favorable conditions that stimulate and enhance community development in areas influenced by our operations.
- Compliance with legal requirements and other applicable regulations.
- Fostering an organizational culture of self-management, learning, and individual development based on corporate principles and values, ensuring that our people make Alianza Team a great place to work.
- Continuously improving the organization to be the best investment for our shareholders and a benchmark for our stakeholders.








6.2. Integrated Management Objectives and alignment with Vision 2030 / Sustainable Development Goals (SDGs)

ACTION FRONT: OUR PEOPLE					
To enhance the well-being of our people and contribute to an improvement in their quality of life.					
					
3.4, 3.5, 3.6, 3.9, 3.a, 4.3; 4.4; 4.7; 5.1; 5.5; 8.2; 8.5; 8.6; 8.8; 9.2; 9.4; 10.2; 10.3					
POLICY GUIDELINE		GENERAL OBJECTIVE		SPECIFIC OBJECTIVE	
Promoting safe and healthy work environments through the implementation of occupational health and safety activities aimed at preventing incidents, accidents, and illnesses among our employees and third parties working at or visiting our facilities.		Identifying hazards, assessing risks, and implementing controls across all processes and operations inherent to the business.		Managing at least 85% of prioritized hazards each year.	
		Preventing incidents, accidents, and/or illnesses.		Maintaining the Incident, Accident, and Illness Prevention Index above 85% for the respective year.	
		Promoting healthy lifestyle habits to foster well-being among individuals.		Achieving at least 90% compliance in the Health+ and Accompanying+ programs for each current year.	
Respecting, protecting, and ensuring compliance with human rights and fundamental labor rights throughout our value chain.		Promoting compliance with the Human Rights and Fundamental Labor Rights Policy established by Alianza Team.		Maintaining mechanisms for reporting potential deviations from our Human Rights and Fundamental Labor Rights Policy throughout our value chain.	
Strengthening an organizational culture of self-management, learning, and individual development based on corporate principles and values, confident that our people make Alianza Team a great place to work.		Aligning organizational culture with Alianza Team's overarching purpose.		Designing, promoting, and maintaining strategies to strengthen organizational culture that aligns with Alianza Team's overarching purpose. Note: These strategies include, among others, training activities across Alianza Team's four action fronts aimed at enhancing awareness among internal and external stakeholders regarding the policies and management practices.	

ACTION FRONT: SUPPLY CHAIN Ensuring compliance with our principles and values throughout the supply chain		
<div> <div> <div>2 ZERO HUNGER</div>  </div> <div> <div>4 QUALITY EDUCATION</div>  </div> <div> <div>6 CLEAN WATER AND SANITATION</div>  </div> <div> <div>8 DECENT WORK AND ECONOMIC GROWTH</div>  </div> <div> <div>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</div>  </div> </div> <div> <div> <div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div>  </div> <div> <div>15 LIFE ON LAND</div>  </div> <div> <div>17 PARTNERSHIPS FOR THE GOALS</div>  </div> </div>		
2.3; 2.4; 4.4; 4.7; 6.6; 8.2; 8.4; 8.6; 8.7; 8.8; 9.1; 9.3; 9.4; 12.4; 12.6; 15.1; 15.2; 15.5; 17.17		
POLICY GUIDELINE	GENERAL OBJECTIVE	SPECIFIC OBJECTIVE
Ensuring customer and consumer satisfaction by consistently providing high-quality, safe, and wholesome finished products, while mitigating food losses and waste.	Ensuring customer and consumer satisfaction.	Ensuring a minimum 90% customer satisfaction index (based on customer feedback, complaints, and evaluations).
	Providing high-quality, safe, and wholesome finished products.	Ensuring the quality and safety of products throughout the supply chain.
	Mitigating food losses generated during processing or in finished products.	Managing food losses at each evaluated stage of the supply chain.
Ensuring the security and reliability of the supply chain (upstream and downstream), safeguarding our processes, assets, information, employees, and stakeholders from potential threats they may face.	Ensuring that supply chain operations maintain and strengthen security controls related to personnel, information, supply chain, business associates, and infrastructure.	<p>Protecting the integrity of cargo units to keep the supply chain free from contamination.</p> <p>Identifying, addressing, and managing conditions that may affect the security of facilities during operations.</p> <p>Verifying the reliability level of employees in critical positions.</p> <p>Ensuring timely management of cybersecurity issues.</p> <p>Managing compliance with Minimum Security Requirements of the Supply Chain for business associates.</p> <p>Ensuring timely management of logistics operations.</p>

ACTION FRONT: PLANET Leaving a better planet for future generations.		
<div> <div>4 QUALITY EDUCATION</div> <div>6 CLEAN WATER AND SANITATION</div> <div>7 AFFORDABLE AND CLEAN ENERGY</div> <div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div> <div>13 CLIMATE ACTION</div> <div>15 LIFE ON LAND</div> </div>		
4.7; 6.3; 6.4; 7.2; 7.3; 12.2; 12.3; 12.4; 12.5; 12.8; 13; 13.1; 13.3; 15.2		
POLICY GUIDELINE	GENERAL OBJECTIVE	SPECIFIC OBJECTIVE
Sustainable use of natural resources and reduction of pollution, identifying risks and opportunities related to climate change and biodiversity in our operations and throughout our value chain, considering actions for climate adaptation.	Efficiently utilizing natural resources in all our operations, focusing on conservation and sustainable use.	<p>Recirculate 20% of water used in our processes by 2030*</p> <p>Reduce water extraction per ton of product by 14% (operational eco-efficiency) by 2030*</p> <p>Continue measuring water consumption, establish baseline, and set corporate target by 2030****</p> <p>Purchase 100% renewable electricity throughout the Organization by 2030*</p> <p>Continue measuring energy consumption, establish baseline, and set corporate target by 2030****</p>
	Reducing CO2e emissions generated in our operations and value chain, mitigating and adapting to climate change in line with the goals set in the Paris Agreement.	<p>Reduce Scope 1 and Scope 2 CO2eq emissions by 46.2% by 2030**</p> <p>Reduce Scope 3 emissions by 25%** and land use-related emissions by 30%</p>
	Implement comprehensive waste management for our residues, packaging, and packaging materials throughout our value chain, ensuring minimal environmental impact and complying with extended producer responsibility.	<p>Efficiently manage 90% of generated waste with a Zero Waste focus by 2030*</p> <p>Design 100% of Alianza Team's packaging to be reusable, compostable, or recyclable by 2030</p> <p>Review 100% of SKUs to identify opportunities around the three pillars of packaging commitment (Reduce, Rethink, Responsible) by 2027</p>

	Ensure compliance with regulatory requirements related to air pollution control and reduction.	Achieve 100% compliance with the maximum allowed limits in combustion gas monitoring and isokinetic studies according to applicable environmental regulations.
	Avoid operational activities near ecologically sensitive areas or sites containing globally or nationally important biodiversity, applying the mitigation hierarchy (avoid, minimize, restore, and compensate) through assessing the level of exposure and potential impacts.	<p>Reduce A3 emissions by 25%** and land-use-related emissions by 30% by 2030</p> <p>Maintain and ensure compliance with the zero-deforestation commitment for palm and soy chains by 2025</p> <p>Integrate management of risks and opportunities associated with climate change and biodiversity by 2030 to ensure business continuity and value generation</p> <p>Identify all ecologically high-value zones within the radius of our operations by 2030</p>
<p>Note: baseline year 2019*</p> <p>Note: baseline year 2021**</p> <p>Note: In development for approval by SBTi***</p> <p>Note: baseline year 2023****</p>		

ACTION FRONT: COMMUNITIES Empower and contribute to the development of our allies and communities		
      		
2.1; 2.4; 4.4; 4.7; 8.5; 8.6; 9.4; 12.2; 12.6; 15.1; 15.2; 15.4; 17.7		
POLICY GUIDELINE	GENERAL OBJECTIVE	SPECIFIC OBJECTIVE
Strengthening relationships with the community based on trust, listening, and transparency, led by local primary teams, and creating favorable conditions that encourage and reinforce the development of communities in the areas influenced by our operations.	Support local initiatives that expand access to education and training opportunities within the framework of current Social Development Programs aligned with corporate strategy, contributing to prosperity generation.	Design and implement actions within existing Programs, taking into account the needs, expectations, and context of each locality in the environment of our operations.

TRANSVERSALES		
POLICY GUIDELINE	GENERAL OBJECTIVE	SPECIFIC OBJECTIVE
Compliance with legal requirements and other applicable requirements to the organization.	Ensure business continuity by meeting applicable legal requirements.	Manage compliance with current legal requirements at Alianza Team.
Continuous improvement of the organization, aiming to be the best investment for our shareholders and a benchmark for our stakeholders.	Promote continuous improvement in each of Alianza Team's processes.	Manage the effectiveness of the actions established in Alianza Team's processes.

6.3. REVISION, APPROVAL, AND DISCLOSURE

6.3.1. Review: The integrated management policy will be reviewed annually by the management system leaders. If no adjustments are needed, it will be retained unchanged.

6.3.2. Approval: Approval of the integrated management policy will be conducted by the senior management of Alianza Team and will be signed by the legal representative of each operation.

6.3.3. Disclosure: Disclosure will be carried out through channels and mediums established in the communication policy and will be physically disseminated at each operational site and to established stakeholder groups.

For the Occupational Health and Safety Management System, this policy must be disseminated by the Health and Safety Coordinator to the Joint Committee or Vigilance Committee as applicable, and in the areas and plants by the process owners. It's important that each stakeholder understands their contribution to complying with the established guidelines.

6.4. DEPLOYMENT OF THE MANAGEMENT POLICY

Each commitment and/or guideline established in the integrated management policy will be deployed into objectives for each of the Management Systems and processes of the organization. The implementation and compliance of each of these disciplines and their pillars will be communicated considering the context and strategy, and this will be recorded in TE-SIG-FO-013 MANAGEMENT DASHBOARD AND INDICATOR SHEET.

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

Some guidelines of the policy will have monitoring activities and measurement through associated indicators.

6.5. ACCOUNTABILITY

The accountability for the integrated management policy will be conducted annually at each site where Alianza Team operates, guided by the TE-ALD-PR-001 METHOD FOR MANAGEMENT SYSTEM REVIEW methodology by the company's senior management.

6.6. EVALUATION AND MEASUREMENT

The evaluation, measurement, and monitoring of compliance with the integrated management policy will be conducted through compliance indicators associated with each of the objectives of the organization's different management systems. Alianza Team commits to measuring, setting goals, and defining reporting and monitoring systems, either internally or through partners, to ensure compliance with the commitments outlined in this Policy.