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	COMPREHENSIVE MANAGEMENT POLICY	Code: TE-ALD-PO-007
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		Versión: 008

1. OBJECTIVE

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

2. SCOPE

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

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

This policy covers all production operations and commercial facilities, products and services, distribution and logistics and waste management of Alianza Team. The policy also applies to suppliers, service providers and contractors, Maquilas, Due-diligence, mergers and acquisitions that have business relationships with the company and with which 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. MATERIAL ISSUE: An issue that is important to the organization in terms of stakeholder needs and expectations.

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

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

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

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

4.6. WORK PLACE: Work Place is understood as any building or open-air area intended for an economic activity in a given company (*Decree 1072 of 2015 article 2.2.4.6.6.2*)."

5. GENERAL CONDITIONS

This policy follows the guidelines established by the company's strategy, its stakeholders and in turn complies with the requirements established by the standards: FSSC 22000, ISO 14001, ISO 50001, Decree 1072 of 2015 Colombia, ISO 9001, ISO 26000, ISO 45001, RSPO SSC (Chain of Custody System), ISCC, OAS: Resolution 0015 of February 2016, Resolution 067 of 2016 Colombia and Global Compact.

Likewise, Alianza Team is committed to meeting the requirements of customers subject to the contractual pact and demonstrates that its facilities comply with the requirements of religious technicians for the HALAL and KOSHER certification specific to the country of destination, according to agreement.

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

The policy TE-SIG-PO-001 RISK MANAGEMENT POLICY has been defined to identify, analyze, evaluate, control, monitor and effectively communicate the risks associated with an activity, function or process in order to effectively and efficiently achieve the strategic objectives.

6. GUIDELINES

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

6.1. Content of the comprehensive Management Policy

In the Alianza Team we work with the purpose of nurturing a better tomorrow framed in the four strategic priorities: I) Our people, II) Sustainability, III) Our customers, consumers and suppliers and IV) Our shareholders. 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, in order to be the best investment for our shareholders.






We declare the following commitments in all our operations:





- The promotion of safe and healthy work environments through the implementation of occupational health and safety activities aimed at preventing injuries, accidents and illnesses of our employees and third parties who work in or visit our facilities.
- The satisfaction of our customers and consumers, always providing quality, safe and innocuous finished products, mitigating food losses and waste.
- The protection and prevention of environmental pollution through the management of environmental impacts throughout the value chain, based on the sustainable use of resources and the incorporation of a circular economy, climate change and biodiversity strategies.
- Ensure the protection and mitigate the threats to which our processes, assets and collaborators are exposed in order to ensure the supply chain.
- Respect, protection and compliance with human rights and fundamental labor rights throughout our value chain.
- Inclusion, consultation, participation and involvement of stakeholders according to the relationship management strategy in place.
- We comply with current legislation as well as other applicable requirements, we effectively manage the risks and communications inherent to our operation, we promote an organizational

culture of self-management, learning and individual development based on corporate principles and values, confident that our people make Alianza Team a great place to work.




6.2. Management Systems Objectives and topics of interest.

6.2.1. Environmental Objectives:


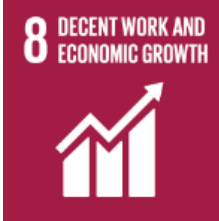
COMMITMENT / POLICY GUIDELINE	PERSPECTIVE	OBJECTIVES
<p>The protection and care of the environment, through the adequate use of natural resources, the promotion of projects with a circularity approach, carbon footprint management, and good practices in accounting, standardization and management of indicators that allow us to comply with the established environmental goals and objectives, we promote continuous improvement of our environmental performance.</p>  <p>ENVIRONMENTAL DIMENSION</p>	<p>Sustainability / Operational Ecoefficiency</p> 	<p>6.2.1.1. WATER: To make efficient use of water resources in all our operations, attending to their conservation and sustainable use. This includes support in the acquisition of appropriate products and services, such as design activities that may impact performance in the use of these resources.</p>
	<p>Sustainability / Operational Eco Efficiency</p>  	<p>6.2.1.2. ENERGY: To make efficient use of energy resources in all of our operations, taking into account their conservation and sustainable use. This includes support in the acquisition of appropriate products and services, as well as the design of activities that may impact the performance in the use of these resources.</p>
	<p>Sustainability / Operational Ecoefficiency</p> 	<p>6.2.1.3. CARBON FOOTPRINT AND AIR QUALITY: Reduce CO2e emissions by reducing scope 1, scope 2 and scope 3 generated in our operations, taking care of air quality, mitigating and adapting to climate change in line with the Paris agreement.</p>

<p>Sustainability / Post-consumption and Cycle closure</p>		<p>6.2.1.4. SOLID WASTE:</p> <p>To carry out our integrated waste management system, containers and packaging throughout our value chain, ensuring the least environmental impact and complying with extended producer responsibility.</p>
<p>Sustainability / Operational Ecoefficiency</p>	 	<p>6.2.1.5. ENVIRONMENTAL CULTURE:</p> <ul style="list-style-type: none"> - Promote, encourage actions and strategies with our main stakeholders to preserve, recover and conserve the environment through education and promotion of environmental culture. - Promote a culture of measurement and reporting at all levels of the organization; 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 different management systems of the organization. Likewise, ensure the availability of the information and resources necessary to achieve the objectives and goals planned.
<p>Sustainability / Biodiversity and no deforestation</p>		<p>6.2.1.6. BIODIVERSITY: Avoid 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 potential impacts.</p>



6.2.2. Quality and Safety Objectives:

COMMITMENT / POLICY GUIDELINE	PERSPECTIVE	OBJECTIVES
<p>The satisfaction of our customers and consumers, always providing quality, safe, innocuous 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.</p>	<p>Our Customers, Consumers and Suppliers / Customer and Consumer Satisfaction</p> 	<p>6.2.2.1. CUSTOMER, CONSUMER AND SUPPLIER SATISFACTION: To have satisfied customers and consumers and to attract new ones, while providing safe and quality finished products.</p>
<p>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.</p>  <p>QUALITY AND SAFETY</p>	<p>Our Customers, Consumers and Suppliers / Food Loss and Waste</p> 	<p>6.2.2.2. FOOD LOSS AND WASTE: To prevent and reduce food loss and waste, focusing on the following aspects:</p> <ul style="list-style-type: none"> - Identify and measure food loss and waste, as well as the stages of the process where this occurs. - Optimize planning and finished product. - Prioritize product and by-product reprocessing in internal processes. - Allocate loss and waste for alternative uses.


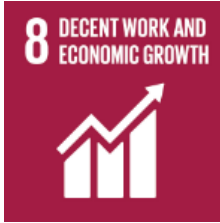
6.2.3. Objectives Occupational Health and Safety:

COMMITMENT / POLICY GUIDELINE	PERSPECTIVE	OBJECTIVES
<p>The promotion of safe and healthy work environments through the implementation of occupational health and safety activities aimed at preventing injuries, accidents and illnesses among our employees and third parties who work at or visit our facilities.</p>  <p>OCCUPATIONAL HEALTH AND SAFETY</p>	<p>Our People / Safety and Health at Work</p>	<p>6.2.3.1. OCCUPATIONAL HEALTH AND SAFETY: Identify, evaluate, control and communicate the risks inherent to the business in its operations.</p>
		<p>Prevent injuries, emergencies and/or occupational diseases.</p>
	<p>Our People / Safety and Health at Work</p>	<p>Ensure legal compliance related to the implementation of OSHMS.</p>
		<p>Generate healthy lifestyle habits to promote people's wellbeing.</p> <p>To achieve the inclusion, participation and involvement of stakeholders within the framework of the OSHMS.</p>


6.2.4. Objectives Supply Chain:

COMMITMENT / POLICY GUIDELINE	PERSPECTIVE	OBJECTIVES
<p>Ensure the protection and manage the threats to which our processes, assets and collaborators are exposed to in order to secure the supply chain.</p>  <p>CONTROL OF SECURITY RISKS IN THE SUPPLY CHAIN</p>	<p>Our Stockholders</p> 	<p>6.2.4.1.OUR STAKEHOLDERS: Protect the integrity of unit loads to keep the supply chain free of contamination</p>
		<p>Maintain the necessary control measures to prevent unauthorized access to the facilities and protect the company's assets.</p>
		<p>Identify, address and manage risks generated by incidents involving employees, assets and/or facilities.</p>
		<p>To provide security in the facilities, surveillance and control of the exterior and interior perimeters..</p>

6.2.5. Objectives stakeholders and compliance

COMMITMENT / POLICY GUIDELINE	PERSPECTIVE	OBJECTIVES
<p>Respect, protection and fulfillment of human rights and fundamental labor rights throughout our value chain.</p>	<p>Our People</p> 	<p>6.2.5. HUMAN RIGHTS POLICY: To comply with the Company's human and labor rights policy.</p>
<p>Inclusion, consultation, participation and involvement of stakeholders according to the relationship management strategy set forth</p>	<p>Our People /Sustainability</p>   	<p>Compliance with the relationship strategy established in accordance with the Sustainability Management Framework document and the SGSST.</p>

6.2.6. Transversal objectives

COMMITMENT / POLICY GUIDELINE	PERSPECTIVE	OBJECTIVES
<p>We comply with current legislation as well as other applicable requirements, we effectively manage the risks and communications inherent to our operation, we promote an organizational culture of self-management, learning and individual development based on corporate principles and values, confident that our people make Alianza Team a great place to work.</p>	<p>Our People/Sustainability/Our Customers, Consumers and Suppliers</p> 	<p>6.2.6. LEGAL COMPLIANCE: To ensure business continuity by complying with legal requirements and effective risk management from all perspectives.</p>

6.3. REVIEW, APPROVAL AND DISCLOSURE

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

6.3.2. Approval: The approval of the comprehensive management policy shall be made by the top management of Alianza Team and shall be signed by the legal representative.

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

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

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

6.4. DEPLOYMENT OF THE MANAGEMENT POLICY

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

The leaders of each Management System and established guidelines ensure alignment and compliance with the strategies to guarantee the achievement of the proposed objectives.

Some policy guidelines will have follow-ups and others will have associated indicators.

6.5. ACCOUNTABILITY

The accountability of the Integrated Management Policy will be performed annually at each of the sites where Alianza Team operates guided by the methodology TE-ALD-PR-001METHOD FOR THE REVIEW OF THE MANAGEMENT SYSTEM by the company's Senior Management.

6.6. EVALUATION AND MEASUREMENT

Evaluation, measurement and monitoring of compliance with the integrated management policy shall be carried out through compliance indicators associated with each of the objectives of the different management systems of the organization.