


## UNCONTROLLED COPY

	COMPREHENSIVE MANAGEMENT POLICY	Code:TE-ALD-PO-007
		Validity: Policy
		Vigencia:08/2025
		Version:010

### 1. PURPOSE

To establish the guidelines that integrate the management systems, aligned with our higher purpose of nourishing a better tomorrow and our strategic pillars, in order to ensure continuous improvement, regulatory compliance, and a positive and sustainable impact on people, the planet, our products, and the value chain.

### 2. SCOPE

This policy applies to all companies within the Alianza Team business group, with Team Foods Colombia S.A. as the parent and controlling entity, across all of its global operations. Its coverage extends to the entirety of our value chain, including:

- **Direct Operations:** All production and commercial facilities, business travel, product and service management, waste management, as well as distribution and logistics processes.
- **Supply Chain and Partners:** Extends to our suppliers, contractors, drivers, outsourced operations, and any business partners. We ensure alignment with the principles of this policy through due diligence processes and active collaboration to improve service practices.
- **Strategic Decisions:** Serves as a guiding framework in mergers and acquisitions, ensuring that new businesses are integrated under the same sustainability and management standards.

### 3. ASSOCIATED RISK(S)

This document seeks to mitigate the risk of misalignment with the organization's objectives and strategic direction

### 4. DEFINITIONS

**ACCIDENT:** A sudden event that causes harm to people, facilities, or processes, including road traffic accidents, accidents involving machinery, tools, and motorized equipment, as well as serious, major, and fatal accidents, and emergencies. In each country, the definition of an occupational accident will follow its respective legislation.

**OHS ACTIVITIES:** 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.

**SUPPLY CHAIN:** A connected 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.

**VALUE CHAIN:** All company activities that generate value for different stakeholders.

**CLIMATE CHANGE:** A variation in the state of the climate identifiable (e.g., through statistical testing) by changes in the mean value and/or variability of its properties, persisting over long periods of time, typically decades or longer.

**WORKPLACE:** Any building or open-air area designated for an economic activity within a given company (Decree 1072 of 2015, Article 2.2.4.6.2).

**FOOD WASTE:** The reduction in the quantity or quality of food resulting from the decisions and actions of retailers, food service providers, and consumers.

**WORK-RELATED TRAVEL:** Journeys undertaken by employees of the organization in order to fulfill their contractual obligations or functions within strategic, operational, or support processes.

**Due Diligence:** It is the procedure through which a company adopts measures that allow it to identify and understand its counterparties whether clients, suppliers, contractors, or any other type of business partner and additionally assess the impact that the company or its business associates may have on Human Rights, its employees, and the communities in which it operates.

This procedure enables, among other aspects, the understanding of the ownership structure of the company or counterparty, the validation of the purpose of the business relationship, the analysis of transactions carried out during the business relationship, as well as the verification of the counterparty's reputation and good standing.

Through this process, risks related to Corruption, Transnational Bribery, Money Laundering, Terrorism Financing, Financing of Weapons of Mass Destruction, Environmental Crimes, and Human Rights Violations are effectively managed.

**ILLNESSES:** Any health condition that affects the physical, mental, or social well-being of the worker. In each country, the definition will follow applicable legislation.

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

**STAKEHOLDER / INTERESTED PARTY:** A person or group with an interest in an organization's activities, products, and/or services, or who may be affected by them (PAS 99:2008).

**FOOD LOSS:** The reduction in the quantity or quality of food as a result of decisions and actions taken by actors in the food supply chain, excluding retailers, food service providers, and consumers.

**TRAFFIC ACCIDENT:** Any event involving at least one moving vehicle occurring on a public road, or on private roads with public access, which results in damage to people, animals, or property. Such accidents may occur due to collisions between vehicles, vehicles and pedestrians, vehicles and animals, or fixed obstacles, as well as with rail vehicles on the road. Chain collisions are considered a traffic accident if they occur sequentially. Suicides are excluded.

**THIRD PARTIES:** Personnel from contractors, subcontractors, and visitors working at or visiting the company's workplaces.

## 5. GENERAL CONDITIONS

The integrated management policy is structured around six components that make it comprehensive and include, for proper understanding and alignment, the following: Purpose, Scope, Associated Risks, Definitions, General Conditions, and Guidelines, which encompass the deployment of indicators used to define goals. For this reason, it will always be necessary to communicate this document considering all its components.

This management policy outlines 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 the requirements of clients and other stakeholders, including the specific technical and religious requirements of HALAL and KOSHER certifications in the destination country, as agreed.

## 6. GUIDELINES

### 6.1 ALIANZA TEAM INTEGRATED MANAGEMENT POLICY: Our Commitment to Nurturing a Better Tomorrow

At Alianza Team, our higher purpose is to nurture a better tomorrow. This purpose drives our strategy and positions us as a profitable, sustainable, and value-generating organization. To achieve this, we rely on agile processes that allow us to adapt to the needs of a competitive and ever-changing market, while ensuring continuous improvement and compliance with all applicable regulations.

Our commitments are embodied in three impact pillars, each supported by clear guidelines that align our management with the company's strategic vision:

**1. Empowering People's Talent:** We believe our people are what make Alianza Team a great place to work. Our commitment is centered on the well-being, development, safety, and health of every individual.

- **Occupational Health and Safety:** We foster safe and healthy workplaces, preventing incidents, accidents, and occupational illnesses among our employees and third parties who work at or visit our facilities. We ensure compliance with applicable regulations and the ongoing improvement of our Occupational Health and Safety Management System.
- **Organizational Development:** We promote a developer mindset that drives a culture of self-management, learning, and personal growth, grounded in our corporate values.
- **Human Rights:** We uphold respect, protection, and compliance with human rights and fundamental labor rights across our value chain, applying due diligence to safeguard our employees and ensuring an ethical and responsible operation.
- **Performance Measurement:** Talent management is measured through indicators that evaluate safety, health, well-being, and people development.

**2. Being Allies from the Source:** Our Competing in value strategy is rooted in trust and excellence throughout our entire value chain. We are committed to being the preferred choice of our clients and consumers by delivering high-value solutions.

- **Quality, Food Safety, and Security:** Ensuring the satisfaction of our clients and consumers by consistently delivering high-quality, safe, and reliable finished products, while mitigating food losses and waste.
- **Environmental Management:** We are committed to responsible environmental management, promoting the sustainable use of resources, circular economy practices (waste), climate change

mitigation and adaptation, and biodiversity protection. We operate with a focus on continuous improvement to ensure the resilience of our value chain. We guarantee compliance with environmental regulations and foster a strong environmental culture through employee training and the active engagement of all stakeholders, both internal and external.

- **Supply Chain Security and Reliability:** We safeguard the security and reliability of our supply chain, protecting our processes, assets, and information against threats.
- **Performance Measurement:** The success of our alliance with the source is measured through quality indicators, customer satisfaction, environmental performance, and supply chain security.

**3. Creating Prosperity:** As a multilocal company, our responsibility extends beyond our operations. We seek to generate positive impact and benefits in the communities where we operate, strengthening both the social and economic fabric.

- **Community Relations:** We strengthen community relations through trust, active listening, and transparency, led by our local teams.
- **Operational Efficiency and Value Creation:** We pursue excellence in process management to maximize the company's sustainable profitability, creating value for our shareholders and reinforcing our capacity to invest in a sustainable future.
- **Performance Measurement:** The prosperity we generate is measured through indicators of profitability, gross margin, process efficiency, social impact, regulatory compliance, and community development.

## 6.2. GOALS AND OBJECTIVES

Our goals and objectives are aligned with the Sustainable Development Goals (SDGs) and are integrated with global climate commitments, such as the Science Based Targets initiative (SBTi).



POLICY STATEMENT	MAIN OBJECTIVE	TARGET
<b>Occupational Health and Safety:</b> We promote safe and healthy work environments by preventing incidents, accidents, and occupational diseases that may affect our employees as well as contractors and visitors to our facilities. We ensure compliance with applicable regulations and foster the continuous improvement of our Occupational Health and Safety Management System.	Identify hazards, assess risks, and implement controls across all processes and business-related operations.	Ensure the management of at least 85% of the prioritized hazards annually.
	Prevent incidents, accidents, and occupational diseases.	Maintain the Prevention Index for incidents, accidents, and occupational diseases at a level above 85% each year.
	Guarantee full compliance with applicable international Occupational Health and Safety standards and regulations.	100% compliance.
	Promote healthy lifestyle habits to foster people's well-being.	Achieve at least 90% compliance in the Salud + and Acompañándote + programs for each active year.
<b>Human Rights:</b> We promote the respect, protection, and fulfillment of human rights and fundamental labor rights throughout our value chain, applying due diligence to protect our employees and ensuring an ethical and responsible operation.	Ensure adherence to the Alianza Team Human Rights, DEI, and Fundamental Labor Rights Policy.	100% compliance with the guidelines of the Human Rights and Fundamental Labor Rights Policy.
<b>Organizational Development:</b> We promote a developer mindset that fosters a culture of self-management, learning, and individual growth, based on our corporate values.	Design, promote, and maintain strategies to strengthen the organizational culture that responds to Alianza Team's higher purpose.	90% compliance with the culture plan

**BEING ALLIES FROM THE ORIGIN**  
**Environmental Management, Quality, Food Safety, Supply Chain**

**ASSOCIATED SDG:**



**2.3; 2.4; 4.4; 4.7; 6.6;6.3; 6.4; 7.2; 7.3, 8.2; 8.4; 8.6; 8.7; 8.8; 9.1; 9.3; 9.4; 12.4; 12.6; 13; 13.1; 13.3, 15.1; 15.2; 15.5; 17.17**

POLICY STATEMENT	MAIN OBJECTIVE	TARGET
<b>Quality and Food Safety:</b> Ensuring the satisfaction of our clients and consumers by consistently delivering high-quality, safe, and reliable finished products, while mitigating food losses and waste.	Ensure the satisfaction of our customers and consumers.	Guarantee a minimum customer satisfaction index of 90% (through responses to PQRs and customer evaluations).
	Provide high-quality, safe, and reliable finished products.	Achieve 90% compliance with the goals defined by the processes to ensure quality and food safety.

	Mitigate food losses generated during processing or in finished products.	Standardize and measure food losses and waste across all key operations by the end of 2027.
<b>Supply Chain:</b> We ensure the safety and reliability of our chain, protecting our processes, assets, and information from threats.	Ensure that supply chain operations maintain and strengthen security controls related to people, information, the supply chain, business partners, and infrastructure.	Maintain the AEO certification for the plants that hold it and ensure the alignment of our strategic partners with service and supply chain security practices across all operations.
<b>Environmental Management:</b>  We are committed to responsible environmental management that promotes the sustainable use of resources, circular economy practices (waste), climate change mitigation and adaptation, and biodiversity protection. We operate with a continuous improvement approach to ensure the resilience of our value chain.  We guarantee regulatory compliance and foster a strong environmental culture through the training of our employees, enabling them to understand the company's environmental impacts, while engaging all our internal and external stakeholders.	Efficiently use natural resources across all our operations, ensuring their conservation and sustainable use.	Recirculate 20% of the water used in our processes by 2030*.  Reduce water withdrawal per ton of product by 14% (operational eco-efficiency) by 2030*.  Continue measuring the water consumption indicator, establish the baseline, and set the corporate target by 2030****.  Source 100% of electricity from renewable energy across the Organization by 2030*.  Continue measuring the energy consumption indicator, establish the baseline, and set the corporate target by 2030****.

	Reduce CO2e emissions generated in our operations and value chain, while mitigating and adapting to climate change in line with the Paris Agreement.	<p>Reduce Scope 1 and Scope 2 CO2eq emissions by 46.2% by 2030**.</p> <p>Reduce A3** emissions by 25% and land use related emissions by 30%.</p>
	Carry out the comprehensive management of our waste, packaging, and containers 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 approach 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 across the three pillars of our packaging commitment (Reduce, Rethink, and Take Responsibility) by 2027.</p>
	Ensure regulatory compliance related to air pollution control and reduction.	Comply with 100% of the maximum allowable limits in combustion gas monitoring and isokinetic studies, in accordance with applicable environmental regulations.



	<p>Avoid operational activities near areas of high ecological value or sites containing significant global or national biodiversity, applying the mitigation hierarchy (avoid, minimize, restore, and offset) through the assessment of exposure levels and potential impacts.</p>	<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 by 2025 for the palm oil and soybean supply chains.</p> <p>Integrate the management of climate change and biodiversity–related risks and opportunities by 2030 to ensure business continuity and value creation.</p> <p>Identify by 2030 all high ecological value areas within the scope of our operations.</p>
<p>Note: base year 2019</p> <p>Note: base year 2021*</p> <p>Note: Under development for SBTi approval***</p> <p>Note: base year 2023****</p>		

<p><b>GENERATING PROSPERITY</b> Empower and contribute to the development of our partners and communities.</p>		
ASSOCIATED SDG:		
<div> <div> <div>2</div> <div>ZERO HUNGER</div>  </div> <div> <div>4</div> <div>QUALITY EDUCATION</div>  </div> <div> <div>8</div> <div>DECENT WORK AND ECONOMIC GROWTH</div>  </div> <div> <div>9</div> <div>INDUSTRY, INNOVATION AND INFRASTRUCTURE</div>  </div> <div> <div>12</div> <div>RESPONSIBLE CONSUMPTION AND PRODUCTION</div>  </div> <div> <div>15</div> <div>LIFE ON LAND</div>  </div> <div> <div>17</div> <div>PARTNERSHIPS FOR THE GOALS</div>  </div> </div>		
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 STATEMENT	MAIN OBJECTIVE	TARGET
We strengthen community relationships through trust, active listening, and transparency, led by our local teams.	Support local initiatives that expand access to education and training opportunities within the framework of current Social Development Programs, aligned with the corporate strategy, contributing to the generation of prosperity.	Achieve 80% compliance with the Social Development Programs established and aligned with the corporate strategy.
We strive for excellence in managing our processes to maximize the company's sustainable profitability, creating value for our shareholders and enhancing our capacity to invest in a sustainable future	Maximize the efficiency of our processes and financial management to ensure the company's profitability and generate sustainable value for shareholders, while strengthening our investment capacity	Achieve compliance with the profitability and efficiency indicators established within the processes according to their objectives and scope, ensuring the organization's financial sustainability.

CROSS-CUTTING TO ALL MANAGEMENT SYSTEMS		
POLICY STATEMENT	MAIN OBJECTIVE	TARGET
Compliance with legal requirements and other requirements applicable to the organization.	Ensure business continuity by complying with applicable legal requirements. This applies to occupational health and safety, environment, quality and food safety, supply chain, labor regulations, and all other applicable standards across the different aspects of the organization.	Achieve and maintain 100% compliance with legal and other applicable requirements, without significant sanctions or fines, reviewed annually.
Continuous improvement of the organization, to be the best investment for our shareholders and a benchmark for our stakeholders	Drive operational excellence and innovation across all processes to create value and strengthen our position as a benchmark	Achieve a 95% on-time closure of corrective actions for the measurement period.

### 6.3 ROLES AND RESPONSIBILITIES

At Alianza Team, comprehensive management is a shared responsibility, supported by a clear governance structure that ensures the implementation, maintenance, and continuous improvement of our systems

Responsibility Levels:

- **Board of Directors and Executive Committee:** Oversee the alignment of corporate strategy, risk management, and regulatory compliance.
- **System and Process Leaders:** Translate the policy into measurable objectives, monitor performance indicators and improvement plans, and ensure compliance with all applicable requirements.
- **Employees:** Actively contribute to compliance with established guidelines by participating in training programs and consistently reporting opportunities for improvement.
- **Stakeholders:** We engage our stakeholders in the development and continuous improvement of our policies. Through Materiality Assessments, surveys, and collaborative platforms (Integrity Line, Partners' Academy, and *Sumar Por El Planeta*), we ensure their active participation in identifying opportunities for improvement and adapting our strategy as needed.

#### 6.4. REVIEW, APPROVAL, AND COMMUNICATION

The deployment of our policy is a strategic process that ensures its integration at all levels of the organization.

**Deployment and Measurement:** Each policy guideline is translated into concrete objectives for our systems and processes. Compliance is measured with specific indicators and recorded in the TE-SIG-FO-013 Management Dashboard and Indicator Sheet. System leaders are responsible for this deployment, ensuring alignment with our strategy.

**Review and Approval:** The policy will be reviewed annually by management system leaders, or sooner if environmental changes require it. Final approval rests with Alianza Team's Executive Management and is formalized with the signature of the Legal Representative of each operation.

**Communication:** The policy is communicated through corporate channels and ensured to be published at all operational sites. Special emphasis is placed on ensuring that each employee understands their role and responsibility in complying with the guidelines.

#### 6.5. ACCOUNTABILITY

Accountability for the comprehensive management policy will be conducted annually at each site where Alianza Team operates, following the **Management System Review Methodology TE-ALD-PR-001 (008)**.

#### 6.6. EVALUATION AND MEASUREMENT

The evaluation, measurement, and monitoring of compliance with the comprehensive management policy are carried out systematically to ensure continuous improvement and the achievement of our objectives. Performance is assessed through compliance indicators linked to the objectives of each management system. Alianza Team is committed to:

1. Establish clear and measurable targets for each indicator.
2. Define reporting and monitoring mechanisms (internally or with the support of partners).
3. Conduct follow-up activities to verify compliance with the commitments established in this policy.