



**SUPPLIER AND
CONTRACTOR
CODE OF CONDUCT**

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1. INTRODUCTION

We firmly believe that strong, sustainable, and lasting business relationships are built on shared principles and values. This Supplier and Contractor Code of Conduct (hereinafter, the “Code”) sets out the minimum ethical, environmental, and social principles, guidelines, and standards that suppliers, contractors, and subcontractors must rigorously adopt and comply with as part of their business relationships with us.

This Code also supports compliance with Alianza’s Policy Guidelines and strengthens responsible, ethical, and sustainable business relationships. At Alianza, guided by our philosophy that we are stronger together, we regard our suppliers and contractors as strategic allies in building relationships based on fairness, transparency, respect, and integrity. This Code is part of our Ethics and Compliance Program, and the company reserves the right to update it periodically.

We expect our suppliers and contractors to read, understand, and commit to strictly complying with the following guidelines throughout their entire business relationship with Alianza, building bonds based on trust, transparency, a sense of purpose, responsible innovation, and the generation of sustainable value for all our stakeholders.



2. SCOPE

This Code applies to all contractors and suppliers that provide goods or services to Alianza. This includes entities such as Team Foods Colombia S.A., Grasas S.A., Team Foods México S.A. de C.V., Operadora Team S.A. de C.V., Team Foods Chile SpA, Bredenmaster SpA, Distribuidora de Productos Alimenticios Los Guindos SpA, Team Foods USA, Inc., Team Investments LLC, Alianza Team Investments S.A., and Alianza Team International S.A. It also covers any organization that controls, is under common control with, or is subject to the control of Team Foods Colombia S.A., in accordance with applicable law.



I Supplier: provides goods or services.



II Contractor: performs contracted work or services using its own personnel, without a direct employment relationship.

Suppliers and contractors must communicate this Code to their organizations and representatives and ensure their compliance with it.



3. LEGAL COMPLIANCE

Our operations are grounded in ethics, integrity, and sustainability under strict legal compliance. Accordingly, we require all our suppliers, contractors, and subcontractors to maintain these same standards in the jurisdictions where they operate. This includes strict compliance with applicable laws on free competition, anti-corruption, anti-money laundering, counter-terrorist financing, bribery, personal data protection, labor and human rights, occupational health and safety, and environmental compliance.

Compliance with these requirements is an essential and indispensable condition for establishing and maintaining any business relationship with Alianza.



4. PRINCIPLES OF BUSINESS CONDUCT AND GOOD PRACTICES

We promote the adoption of ethical business practices and require our suppliers and contractors to comply with the following guidelines:

Free Competition and Prevention of Anticompetitive Conduct

Refrain from engaging in practices that restrict or distort competition, such as collusive agreements, price fixing, market or customer allocation, bid rigging or manipulation of selection processes, improper exchange of commercially sensitive information, and abuse of a dominant market position.

Prevention of Corruption and Bribery

Comply with applicable law and refrain from offering, promising, authorizing, giving, soliciting, or accepting, directly or indirectly, any payment, benefit, gift, commission, favor, hospitality, or other improper advantage intended to obtain, retain, or improperly influence a business decision or the performance of a public or private function. Likewise, implement reasonable controls and measures to prevent, detect, and mitigate corruption and bribery risks within their organizations and supply chains, fostering a culture of compliance, transparency, and integrity.

We maintain a zero-tolerance policy toward corruption and bribery in all jurisdictions where we operate.

Declaration of Conflicts of Interest and Refraining from Improper Advantages

Every business decision must be made objectively, transparently, and independently, avoiding any situation that could give rise to a real, potential, or apparent conflict of interest. Identify, prevent, and appropriately manage any conflict of interest that may arise in connection with their business relationship with us.

- A** Promptly disclose any family, personal, financial, employment, or corporate relationship with our employees, officers, or representatives that could influence, or appear to influence, business decision-making.
- B** Refrain from participating in procurement, negotiation, or decision-making processes when a situation exists that compromises their objectivity or independence.
- C** Promptly report to Alianza, through the channels established for that purpose, any situation that constitutes an act of corruption, bribery, or an identified conflict of interest, to ensure its proper evaluation and management.

Gifts, Courtesies, and Hospitality

Refrain from offering, promising, soliciting, or accepting gifts, favors, benefits, invitations, hospitality, or other incentives that could improperly influence, or create the perception of improperly influencing, a business or contractual decision.

Business courtesies may only be given or received when they are reasonable, occasional, of modest value, transparent, permitted by applicable law, and consistent with our company's internal policies. Under no circumstances may they consist of cash, cash equivalents, personal benefits, or any other form of compensation intended to obtain an improper advantage.

Use of Intermediaries, Agents, and Third Parties

Ensure that any intermediary, agent, consultant, sales representative, distributor, or other third party acting on their behalf carries out its activities in accordance with applicable law and the principles set out in this Code.

Do not use intermediaries or third parties to make, facilitate, conceal, or channel improper payments, bribes, illicit commissions, inappropriate contributions, or any other conduct contrary to law or to the principles of business ethics and integrity.

Political Contributions

We respect the right of suppliers, contractors, and subcontractors to participate in political activities in accordance with applicable law, provided such activities are carried out independently, transparently, and without compromising the integrity of the business relationship. Do not use resources, contracts, or ties with Alianza to make contributions to political parties, movements, or campaigns, or to obtain improper advantages or benefits, where such actions could be linked, or perceived as linked, to the business relationship.

Make any political contribution in compliance with applicable law, transparently and using the entity's own resources, keeping records that evidence its legitimacy. We do not tolerate the use of political contributions as a mechanism to conceal acts of corruption, influence peddling, or other conduct contrary to business ethics.

Prevention of Money Laundering and Terrorist Financing

We are committed to preventing money laundering, terrorist financing, and the financing of the proliferation of weapons of mass destruction, and we expect our suppliers and contractors to adopt reasonable controls to prevent their operations from being used for these purposes. In particular, they undertake to:

- A** Declare that the resources, assets, and rights used in their business relationship with us come from lawful activities and are not linked to conduct constituting money laundering, terrorist financing, or other crimes.
- B** Disclose the identity of their shareholders, partners, or ultimate beneficial owners when requested by Alianza as part of the due diligence process and update this information whenever there is any material change to their structure.
- C** Proactively notify us of any relevant change in their economic activity, ownership structure, legal representation, or legal/judicial situation that could affect the risk profile of the business relationship.
- D** Refrain from conducting cash transactions that exceed the limits established by applicable regulations or that are inconsistent with the usual nature and amount of the business relationship.
- E** Implement, within their own organization, reasonable controls to prevent their operations from being used as a vehicle for money laundering or terrorist financing.

Assignment of Credits, Factoring, and Transparency in Payment Flows

Ensure that any assignment, endorsement, factoring, receivables discounting, or transfer of economic rights associated with their accounts receivable is carried out transparently, legitimately, and in compliance with applicable law.

Exercise due diligence when selecting third parties involved in these transactions, promoting ethical business practices and refraining from carrying out or facilitating transactions that could compromise the transparency, traceability, or legality of financial flows, or that could create compliance risks for Alianza.

Operations in High-Risk Areas and Prevention of Financing Illegal Armed Groups

We reject any form of support, collaboration, or direct or indirect benefit to illegal armed groups, criminal organizations, or actors linked to unlawful activities.

Suppliers and contractors operating in high-risk areas must implement reasonable measures to identify, prevent, and mitigate risks related to security, money laundering, terrorist financing, extortion, smuggling, and other unlawful activities. They must also refrain from making payments or contributions to illegal organizations and promptly report any situation that could compromise the legality or integrity of their operations, cooperating with the due diligence and risk-management processes implemented by Alianza.

Integrity Line

Immediately report any actual or suspected breach of the provisions contained in this Code and Policy Guidelines, as well as any conduct that could constitute a violation of law, Alianza's ethical principles, or the commitments undertaken as part of the business relationship.

This obligation applies to actions taken by suppliers themselves, as well as by their employees, officers, representatives, agents, contractors, subcontractors, or any third party acting on their behalf or under their direction.

Reports may be made confidentially and, where permitted by applicable law, anonymously, regarding any situation related to fraud, corruption, bribery, conflicts of interest, money laundering, terrorist financing, human rights violations, discrimination, harassment, environmental non-compliance, breaches of personal data protection, or any other conduct contrary to this Code, through the Integrity Line by reporting on the website [https:// teamfoods.alertline.com/](https://teamfoods.alertline.com/) or via the phone numbers available for each country:

Integrity Line

Website: <https://teamfoods.alertline.com/>

Colombia: 01 800 5191179

Mexico: 800 880 1431

Chile: 800 914 391

United States: 1 833 515 2455

At Alianza we promote a culture of transparency and do not tolerate retaliation, discrimination, or unfavorable treatment against anyone who reports, in good faith, actual or potential non-compliance, regardless of the outcome of the investigation.



5. LABOR RELATIONS AND HUMAN RIGHTS

We reaffirm our commitment to promoting, respecting, and safeguarding Human Rights based on dignity and equality. We operate in strict adherence to local laws and to the highest international standards, including the United Nations Guiding Principles on Business and Human Rights, the ILO conventions, the International Bill of Human Rights, and the principles set out in the ETI Code (Ethical Trading Initiative).

Accordingly, Alianza's suppliers and contractors must respect and promote the following guidelines:

Human Rights

- A** Promote and respect human rights both in their direct operations and throughout their value chain, avoiding any action or omission that causes, facilitates, favors, or is linked to direct or indirect human rights violations. This formal commitment must be structured and implemented through an internal policy.
- B** Adopt a due diligence approach to define and implement proportional actions to detect, avoid, mitigate, and remediate potential human rights risks or adverse impacts.
- C** Establish and implement complaint channels to address potential human rights violations, safeguarding the identity and protection of complainants, ensuring strict confidentiality of information, and prohibiting retaliation against those who report situations of non-compliance or risk in good faith. These channels must also guarantee legitimacy, accessibility, predictability, fairness, transparency, rights-compatibility, and an ongoing process of learning and dialogue.
- D** Prohibition of child labor: strictly comply with legal minimum age requirements for employment and refrain from employing minors.
- E** Respect the formal and customary rights of indigenous peoples and local communities over the lands, territories, and resources they traditionally occupy or use, ensuring Free, Prior, and Informed Consent (FPIC) before beginning any project that may affect those territories.

Freedom of Association and Collective Bargaining

- A** Respect their workers' right to freely form, join, and participate in labor unions or other legitimate forms of labor representation, as well as the right to collective bargaining.
- B** Promote constructive dialogue on employment conditions and worker well-being and development, in accordance with applicable law.

Prohibition of Forced Labor, Human Trafficking, and Modern Slavery

- A** Zero tolerance for forced labor, child labor, human trafficking, and any form of exploitation, modern slavery, or servitude.
- B** Refrain from practices internationally recognized by the International Labor Organization (ILO) as indicators of forced labor, including charging recruitment fees to workers, withholding identity documents or passports, fraudulent contract substitution, and improperly restricting freedom of movement.

- C** Ensure that all employment relationships are voluntary and free from any form of coercion, threat, abuse, or improper restriction of personal freedom.

Labor Relations, Non-Discrimination, and Prohibition of Harassment

- A** Ensure equal opportunity and treatment at every stage of the employment relationship, including recruitment, hiring, training, development, promotion, compensation, and termination.
- B** Prevent, prohibit, and eliminate any form of harassment (workplace, sexual, physical, psychological, or otherwise).
- C** Guarantee an environment free from any form of discrimination based on gender, gender identity, sexual orientation, race, ethnic origin, religion, political opinion, age, disability, socioeconomic status, or any other characteristic protected by law or inherent to the person.
- D** Promote gender equity in their labor practices.

Occupational Health and Safety

- A** Implement an Occupational Health and Safety Management System for all employees and contractors, in accordance with legal requirements and international standards.
- B** Ensure strict compliance with labor regulations in force in each country, including aspects related to work schedules, working hours, fair remuneration, and timely payments in accordance with the law.
- C** Control risks through condition reports, observations, inspections, industrial hygiene, epidemiological surveillance, and medical follow-up.
- D** Foster a preventive culture through worker participation, consultation, and reporting.
- E** Investigate incidents and illnesses to ensure organizational learning and identify root causes.
- F** Ensure safe environments by providing personal protective equipment, drinking water, sanitation, first aid, and other necessary resources.
- G** Periodically audit legal compliance and the effectiveness of controls.
- H** Promote physical and mental health, preventing occupational illnesses.
- I** Guarantee free access to water, sanitation, and hygiene services at workplaces and accommodations.

Alcohol and Prohibited Substances

We strictly prohibit entry into our facilities, sale, performance of activities, or provision of services while under the influence of alcohol or other psychoactive or psychotropic substances.

Ensure their personnel have the optimal psychophysical condition and suitability required to perform their duties safely.

We reserve the right to carry out random detection checks and to restrict access to, or remove from, our facilities any person who shows signs or evidence of non-compliance, without prejudice to any applicable contractual sanctions.



6. ENVIRONMENTAL PROTECTION

- A** Ensure the efficient management and responsible use of natural resources, including provisions on emissions, energy consumption, discharges, and pollution prevention. This formal commitment must be structured and implemented through an internal policy.
- B** Adopt the necessary measures to prevent, control, and mitigate environmental impacts arising from their operations.
- C** Adopt eco-efficiency practices, clean transportation, and reduction of greenhouse gas emissions.
- D** Ensure comprehensive management of solid and hazardous waste, protecting ecosystems and human health.
- E** Identify, assess, prevent, reduce, or remediate actual or potential negative environmental impacts arising from their operations.
- F** Protect and conserve biodiversity, natural ecosystems, and habitats within the sphere of influence of their operations, refraining from activities that cause their loss or degradation.
- G** For suppliers of agricultural raw materials: adopt Good Agricultural Practices (GAP), ensure responsible pest management with limits on the use of agrochemicals, and strictly comply with the no-deforestation and no-conversion guidelines set out in Alianza's Policy Guidelines.



7. INFORMATION PROTECTION

Confidentiality and Integrity of Information

Protect the confidentiality, integrity, availability, and proper use of all information they access because of their business relationship with Alianza, regardless of the medium in which it is stored or transmitted.

Alianza's confidential, restricted, or reserved information may only be used for expressly authorized purposes and may not be disclosed, shared, transferred, or used for the benefit of the supplier or third parties without the company's prior, express, written authorization.

Personal Data Protection

Have policies, procedures, controls, and organizational measures in place to ensure the proper handling of the personal data under their responsibility.

In the event of a security incident or personal data breach, take immediate containment and remediation measures and notify Alianza without delay through the channel designated for that purpose (notificaciones@alianzateam.com), providing sufficient information about the nature, scope, potential impact, and corrective actions implemented.

Personal Data Breach Notification Channel

Email: notificaciones@alianzateam.com

Information Security and Cybersecurity

Implement reasonable and appropriate technical, administrative, and organizational measures to prevent unauthorized access, loss, alteration, destruction, disclosure, hijacking, leakage, or misuse of information under their custody or processing.

Where they have access to Alianza's networks, platforms, applications, information systems, or technological infrastructure, or when they provide technology solutions to the organization, comply with the information security and cybersecurity requirements we define, as well as internationally recognized good practices and standards applicable to the nature of the services provided.

Protection of Corporate Image and Brand Use

Do not use, reproduce, disclose, associate with, or refer to Alianza's trademarks, trade names, logos, distinctive signs, advertising material, corporate image, or any other intellectual property asset for their own benefit or that of third parties, without the company's prior, express, written authorization.

Refrain from making statements, publications, or communications that could create the impression of association, representation, sponsorship, or endorsement by us, unless formally authorized to do so.



8. RESPONSIBLE SUPPLIER AND SUPPLY CHAIN MANAGEMENT

We manage every procurement process through a comprehensive approach that combines due diligence and legal compliance. Under this approach, we identify significant suppliers based on the materiality and risk criteria established by the company, prioritizing their management and development according to their level of impact on operations. In addition, superior environmental, social, and governance (ESG) performance is considered a determining and favorable factor in selection and contract-renewal processes.

To ensure these standards, we implement internal due diligence mechanisms as well as periodic supplier evaluation and re-evaluation. These processes assess key criteria such as legality, reputational risk, quality and safety, environmental impact, occupational health and safety, and commercial performance. Each supplier is responsible for keeping its documentation and general information up to date, in accordance with applicable law and Alianza's internal policies.

In addition, our procurement, quality, and management-systems teams continuously monitor supplier performance, providing ongoing feedback and defining action plans whenever an opportunity for improvement is identified. For suppliers that do not hold certifications from accredited entities, on-site visits will be conducted to issue technical assessments and development recommendations aligned with the company's institutional guidelines.

Oversight and Non-Compliance

We may carry out monitoring, evaluation, verification, audit, or due diligence activities to validate compliance with the principles, obligations, and standards set out in this Supplier and Contractor Code of Conduct, Alianza's Policy Guidelines, and any other agreements entered into as part of the business relationship.

Suppliers, contractors, and subcontractors must retain and make available to Alianza, when reasonably requested, the documentation, records, policies, procedures, certifications, controls, and information necessary to demonstrate compliance with the obligations contained in this Code.

They must also cooperate in good faith with any review, audit, or validation process carried out by Alianza or third parties designated by us, providing complete, accurate, and timely information.

Where opportunities for improvement, non-compliances, or deviations from the standards set out in this Code are identified, suppliers must promptly implement the necessary corrective, preventive, or improvement measures and, where applicable, submit and execute action plans agreed with us.

Non-Compliance

When non-compliance is identified, we may request the implementation of corrective, preventive, or mitigation measures, and monitor their execution within established timeframes.

Without prejudice to any other applicable legal or contractual actions, non-compliance with this Code, unjustified refusal to cooperate with verification or due diligence processes, the submission of false or misleading information, or conduct that creates significant risks for Alianza may result in temporary suspension of the business relationship, non-renewal of contracts, exclusion from procurement processes, or termination of the contractual relationship, depending on the nature and severity of the facts.

In cases of non-compliance related to money laundering, terrorist financing, financing of the proliferation of weapons of mass destruction, corruption, bribery, or association with illegal armed groups or criminal organizations, Alianza may unilaterally and immediately terminate the business relationship, without prejudice to any applicable legal action and reports to the relevant authorities.

Meeting minimum environmental, social, and governance (ESG) requirements is a condition for initiating and maintaining a business relationship with us. Accordingly, suppliers who fail to meet these minimum requirements within the timeframes established by Alianza may be excluded from procurement processes, without prejudice to any other measures provided for in this Code.

We reserve the right to adopt any measures we consider necessary to protect our interests, reputation, employees, consumers, and other stakeholders, in accordance with applicable law and current contractual terms.

Supplier Acceptance and Commitment

Acceptance of this Code implies the supplier's, contractor's, or subcontractor's commitment to act ethically, with integrity, transparency, and responsibility in all its business relationships with Alianza.

BY ACCEPTING THIS CODE, THE SUPPLIER DECLARES THAT IT:

- A** Knows, understands, and commits to comply with the principles and guidelines set out herein.
- B** Will comply with applicable law in the countries where it operates.
- C** Will promote compliance with this Code among its employees, contractors, subcontractors, and other third parties acting on its behalf.

- D** Will promptly inform Alianza of any situation that could represent a breach of this Code or a significant risk to the business relationship.
- E** Will cooperate with the due diligence, evaluation, monitoring, and audit processes that Alianza deems necessary.



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