

ALIANZA TEAM POLICY GUIDELINES

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Alianza Team Behavior and Principles to Nurture a Better Tomorrow

The development of solutions to nurture a better tomorrow as a promise of a job well done, committed to transparency, integrity and compliance, is the foundation of our management. We focus on four priorities that are the roadmap of the organization: our people, our clients, consumers and suppliers our shareholders and our context, understood as sustainability in its economic, environmental and social dimensions.

In order to strengthen trust with our stakeholders and ensure that our behaviors are synonymous with integrity, we publicly declare the guiding principles of our management in this document.

In this way, we hope our clients and consumers will continue to open their businesses and homes to us; our shareholders will continue to trust us; our suppliers will continue to find opportunities for development; our neighboring communities will continue to see us as their ally; and our employees and their families will continue to feel proud to be part of this great organization.

I invite you to read and live these principles, keeping firm our disposition to nurture a better tomorrow.



Luis Alberto Botero Botero
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 we set out to do.

Sustainability:

We work to leave a better world for future generations.

Clients, consumers and suppliers:

We develop long-term alliances maximizing value for all.

Our shareholders:

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

In addition, we have three strategic levers that enable the growth of our businesses aligned with the four things that matter to us in the organization:

1. Talent: For us, our people come first, so taking care of their physical and mental health, their well-being and that of their families is of the highest priority for the company.

- We actively work to be a great place to work.
- We promote committed, honest, loyal and humble people.
- We promote a culture of self-management, learning, development and performance, believing that every employee wants to unleash their full potential.

2. 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's
innovation strategy here](#)

3. Strategic Engagement: Knowing and understanding the needs and expectations of our stakeholders is essential to meet our short, medium and long-term objectives in the economic, environmental and social dimensions of sustainability, leaving a better world 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 allies in making a difference**

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

- **We are safe, reliable and transparent**

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

- **We are optimistic and entrepreneurial**

We live with passion and courage, our conviction to generate value throughout the value chain.

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, we act with ethics, commitment and with the premise of having transparent relationships.
4. We are aware of our impact on the context in which we operate. Therefore, we ensure that our processes are sustainable and of the highest quality standards. We act with the awareness of leaving 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, which is why 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 Ambition

Under our higher purpose of **nurturing a better tomorrow**, we declare our 2030 ambition as our commitments to ensure the sustainable growth of the organization, aligned with the sustainable development goals of the UN's 2030 agenda, thus seeking to leave a better world for future generations.



By 2030, we will be a company open to the world, with a special focus on North America and Asia, carbon neutral, and we will have 100% of our supply chain assured in environmental, social and governance (ESG) standards, we will continue to strengthen our offering of science-based technology solutions, and we will have high social impact programs in all the countries where we operate for our employees and communities to continue adding value through profitable growth over time.

We are convinced that the fulfillment of these major commitments will be possible through innovation and digital transformation, a strong measurement and reporting culture, and strategic communications with our internal and external stakeholders.

Health and Nutrition

Aligned to our corporate purpose of **nurturing a better tomorrow**, we work from our three strategic business groups to transform food with products, services and solutions based on **health, nutrition, technology and wellness** to improve the quality of those who consume our brands and our clients' brands.

Through our innovation strategy, we seek to help consumers make more informed choices and make a difference through our brands.

Packaging

Aware of the impact of our products, we are committed to ensuring that **100% of our packaging** has a high potential to be reused or incorporated into a local production cycle, minimizing the possibility of ending its useful life in a landfill or in a water source.

Strategic Pillars

1 Reduction: Reduce complexity in the design of packaging material components and increase the percentage of recycled materials.

2 Recyclability: Implement materials to facilitate recycling.

3 Reuse: Potentiate the design and use of the packaging for reuse in the same or another system.

4 Appropriation: Implement materials that come from renewable sources and/or are reincorporated into a productive chain of the same or different nature.

Team People Code of Conduct

Alianza Team Employees are committed to:

- Compliance with the regulations of the countries where they provide their services, especially those related to the protection of human rights and the environment.
- To comply with the rules and policies of the organization.
- Respect the customs and cultures of these countries within the framework of current legislation.

1. Ethics and Compliance Program

2. Internal Labor Regulation

3. Policy on Alcohol, Tobacco and other Psychoactive Substances

4. Integrated Management Policy

5. Tax Policy



1. Alianza Team and its People

Respect for People

- We respect people's dignity, privacy, individual rights and human rights.
- We treat all people equally, regardless of 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 maintain a respectful relationship with colleagues and respect the rules prohibiting harassment at work, whether physical, psychological or of any other kind.

6. Human Rights Policy

Conflict of Interest

- We act in the best interests of the organization.
- We avoid work or personal relationships that affect objectivity, good judgment or behavior.

7. Conflict of Interest Policy

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, trademarks, trade names, brand names, designs, patents, copyrights, trade secrets, know-how, inventions and technology are one of the most important assets for the organization.

Information Management and Preservation

Confidential information is understood to be any information related to operations, present and future business that, if disclosed to third parties, would or could jeopardize the proper functioning of the organization and could have adverse economic or strategic effects on its interests.

8. Risk Management Policy

9. Intellectual Property and Regulatory Affairs Policy

10. Information Security Policy

11. Personal Data Policy

2. Alianza Team and its Business Partners

All its commercial and business relationships with different people, organizations and governmental authorities, anywhere in the world where it operates, are governed by ethical behavior and integrity.

In dealing with suppliers and clients, 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 clients' codes of conduct or the relevant guidance they provide to their employees.

Conduct Toward Customers and Consumers

The marketing of our products is based on quality, brand recognition, fair pricing, promotional programs and honest advertising practices.

Conduct Toward Suppliers

We will choose as suppliers those who share our ethical values and have a strong reputation for fairness and integrity in their dealings.

Quotations, negotiations and Contract Preparation

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.

12. Self-Control and Integral Risk Management System Manual for Money Laundering and Terrorist Financing

13. Third Party Due Diligence Policy

14. Responsible Sourcing Policy

15. Supplier Code

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

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, fair, loyal and legal behaviors.

**Self-Regulatory Commitment on Advertising
Directed to Children Under Twelve Years of Age**

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 this responsibility is shared by the entire Team People.

Respect for the Community

We are committed to strengthening community relations and generating favorable conditions that stimulate and reinforce the development of the communities around our operations.

**16. Aliados Somos +
(With our allies we can accomplish more)**

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 employees 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 organization's facilities or resources.

Integrity Line

This line is available to all our stakeholders so that they can communicate their concerns and complaints, anonymously if desired, regarding suspicions or events that violate these guidelines.

<http://teamfoods.alertline.com>
Colombia 01800 911 0011; Chile 800 360 312; Mexico 01800 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 for feedback.

Policy development

1. Ethics and Compliance Program

This Program contemplates, incorporates and reinforces our fundamental values, promoting and maintaining a culture of acting ethically, obeying the law and doing the right thing with respect to our employees, clients, suppliers, consultants, contractors and other counterparties, defining the policies, procedures and areas of responsibility applied to meet the objective, reflecting how we nurture a better tomorrow in a transparent manner.

Provides reasonable assurance that ethics and compliance management practices are in place throughout the organization and that we comply with all applicable legal and regulatory requirements of the countries in which we provide our services.

Elementos del Programa:

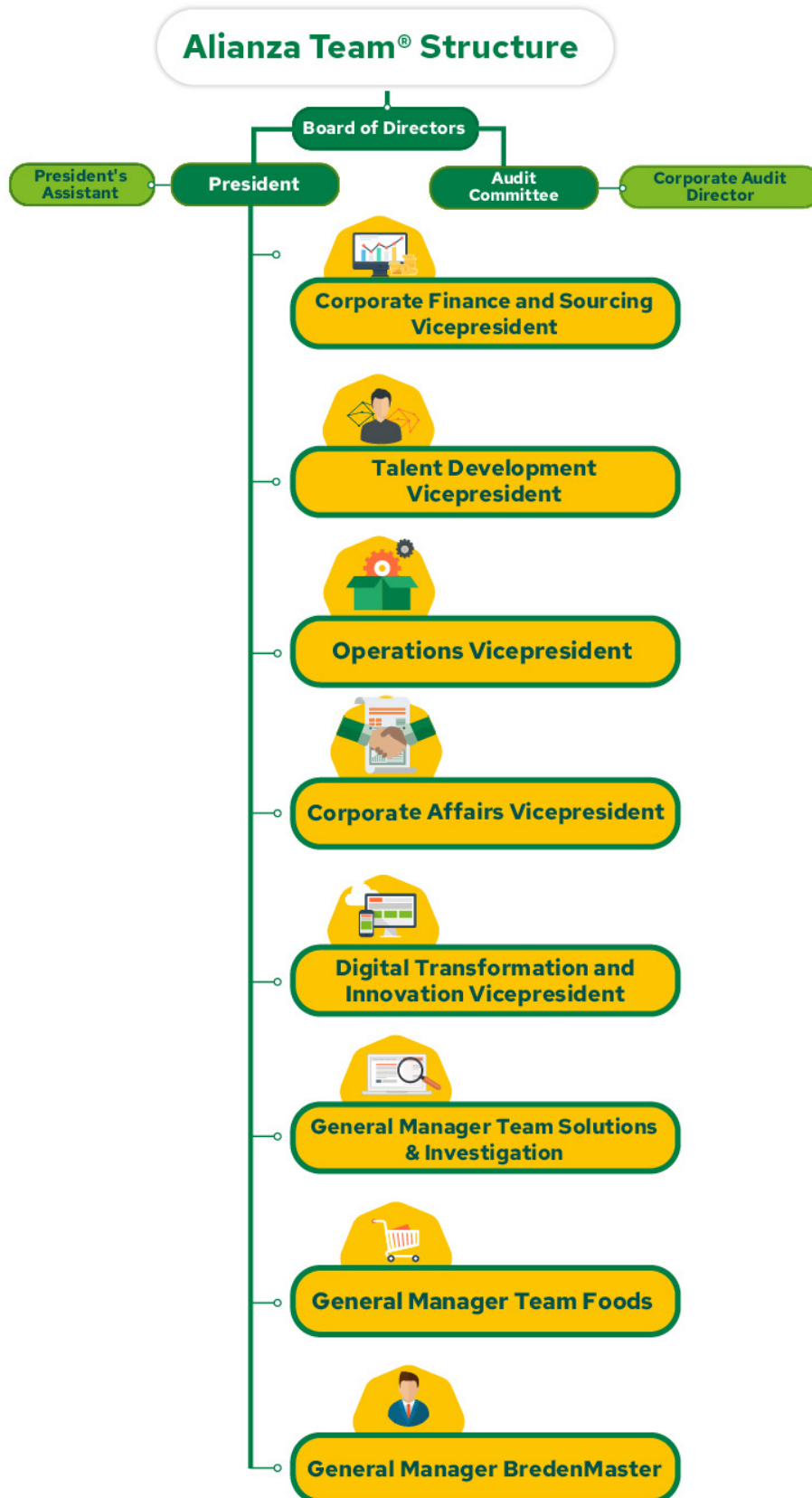
- Team People Code of Conduct
- Ethics and Compliance Manual
- Conflicts of Interest Policy
- Supplier Creation
- Anti-Corruption Policy
- Hiring Policy
- Travel Expense Policy
- Third Party Due Diligence Policy
- Anti-Fraud Policy
- Integrity Policy
- The Self-Control and Integral Risk Management
- System Manual for Money Laundering and Prevention and Financing of Terrorism (Sagrilaft).
- Risk Management Policy

The Program is led by the senior management and Compliance Officer, who is responsible for developing, implementing, maintaining, and reviewing it to prevent, detect or respond to legal, policy, and ethical breaches, periodically reporting management progress to the Board of Directors under independent standards.

The Alianza Team People recognize that they are personally responsible for:

- 1.** Providing evidence and experience of compliance with Alianza Team policies.
- 2.** Identifying where to find policies for consultation.
- 3.** Refraining from any type of national or transnational bribery and acts of corruption.
- 4.** Ensuring that all those who report to them understand and comply with the Conduct of People Alianza Team along with all policies that make up the Ethics and Compliance Program.
- 5.** Understanding and reporting what could be considered a bribe
- 6.** Reporting any irregular conduct that can be identified by the means provided for that purpose.
- 7.** Any act of non-compliance with the policies or the Team People Manual can be reported anonymously and securely through the Integrity Line or the Compliance Officer.

Get to know our Structure of Corporate Governance:



2. Internal Labor Regulation

Our Internal Labor Regulation acts as an integrating instrument of the guidelines that make up the development of labor relations and promote an adequate understanding of their application for our collaborators. They are thus expected to responsibly comply with all its provisions, both in terms of all the rights and obligations that have to be respected within the framework of the rules and terms ruling employment contracts and the labor relations that govern them.

We make explicit our commitment to guarantee equal employment opportunities without any discrimination, conditions to which all employees must be subject, avoiding any situation that may be understood as discriminatory based on marital status, sexual orientation, religion, political affiliation or socioeconomic conditions, among others, such as hiring all our employees with a salary above the legal minimum wage in force.

At the same time, we communicate prevention mechanisms for similar or reiterative behaviors that may be understood as misconduct by our employees, reinforcing the appropriation and responsibility of the functional role and impact on work teams, as well as the knowledge of the specific functionality of the roles, together with the awareness of the conditions of the environment that may affect labor coexistence within the labor legal framework and organizational policies.

3. Alcohol, tobacco and Other Psychoactive Substances Policy

We are 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 and to avoid the impact of 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 allow the development of a culture of prevention and self-care.

We have clearly designated the responsible parties and their respective roles within this program, as well as the prevention activities that contribute to ensure the effectiveness of the program.

4. Integrated Management Policy

As a transversal axis of our management, we delineate in an integrated manner each of the critical aspects to be taken into account to guarantee an operation that complies with our standards, value promise and strategic objectives in each of the organization's operations.

Integrated Management Statement:

At Alianza Team we work with the purpose of nurturing a better tomorrow framed in four priorities: our people, shareholders, clients, consumers and suppliers, and sustainability. We make a difference through our brands and business model, 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.

We comply with current legislation as well as other applicable requirements, we 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.

• Sustainability Approach:

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 transparent relationships that generate commitment, trust and benefits, reaffirming our commitment to be allies for development.

• Environmental Dimension

We are committed to protecting and caring for the environment through the appropriate use of natural resources, the inclusion of circular economy processes, good practices in accounting and carbon footprint management from a full life cycle analysis perspective throughout the value chain. We reinforce our commitment through the following lines of work:

- 1. Water and Energy:** Efficient use of energy resources, water and, in general, non-renewable resources in all of our operations, with a focus on the conservation and sustainable use of these resources.
- 2. Carbon Footprint and Air Quality:** Reduction of CO2 Eq Scope 1 and Scope 2 emissions generated in our operations, taking care of air quality and climate change mitigation.
- 3. Solid Waste:** Integral management of hazardous and non-hazardous solid waste generated in our operations, protecting the soil and seas, encouraging environmental culture in our people, customers and consumers.
- 4. Environmental Culture:** Promotion and strengthening of actions to preserve, recover and conserve the environment to reduce the impact caused by climate change.





• **Quality and Safety**

The satisfaction of our customers and consumers by always providing quality, safe and innocuous finished products, mitigating food losses and waste.

• **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 welfare 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 in the strengthening of our programs, measurement, reports and indicators management.

- 1.** We identify, evaluate, control and communicate the risks inherent to the business in our operations.
- 2.** We generate healthy lifestyle habits to promote people's wellbeing.
- 3.** We prevent the occurrence of injuries, emergencies and/or occupational diseases.
- 4.** We guarantee legal compliance related to the implementation of the Occupational Health and Safety Management System (OHSMS).
- 5.** We promote the inclusion, participation and involvement of stakeholders within the OHSMS framework.

• Control of Supply Chain Security Risks

1. Protect the integrity of unit loads to keep the supply chain free of contamination.
2. Maintain the necessary control measures to prevent unauthorized access of persons to the facilities and to protect the company's assets.
3. Identify, address and manage the risks generated by incidents involving personnel, assets and/or facilities.
4. To provide security in the facilities, surveillance and control of the exterior and interior perimeters.

5. Tax Policy

We are aware of the economic and social impact in the countries where we operate, therefore, we have guidelines that ensure strict compliance with local, national and international tax regulations within the framework of good corporate governance standards and code of business conduct in all our operations. This strategy is implemented through the accounting and financial areas in each country, which are responsible for tax planning and compliance with tax obligations in each jurisdiction. Through our auditing and verification processes, we evaluate business operations and ensure appropriate tax advice and training. We comply with the provision of information and communications with fiscal effect and strengthen the corporate transparency of the organization.

6. Human Rights Policy

We reiterate our commitment to the respect, promotion and protection of 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. Available channels and complaint mechanisms are ensured and timely remedial action is taken in the event of negative situations or consequences.

As a reference, we are guided by the rights established in the International Bill of Human Rights and the fundamental rights of the International Labour Organization Declaration.

Commitments:

- We recognize the importance of working hand in hand with the State, in its capacity as promoter and guarantee of human rights, and we believe in the diversity 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.
- We are committed to promoting among our stakeholders the respect, protection and remediation of human rights in their activities, whether or not they are related to Alianza Team.
- 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 operations and in our value chain, in order to mitigate them and prevent their recurrence.

- We periodically train employees and suppliers on human rights and our stated commitments.
- We protect the rights of the indigenous peoples and raizal communities in compliance with 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 such consent.

• Implementation and Monitoring

In the main activities and processes of the organization we apply due diligence, through audit, verification and control procedures together with legal and regulatory compliance reviews, with the aim of efficiently managing 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 channels and complaint mechanisms available to all stakeholders so that anonymously, if they prefer, through the Integrity Line or directly with the Compliance Officer, they can submit their claims or complaints related to possible violations of their human rights. We ensure the necessary investigations and due process to enable us to take the corrective measures required to remedy the situation.

• Diversity

As an organization, we are committed to promoting the development of our employees by respecting and valuing diversity, character and individuality. We promote the incorporation of these commitments at all levels of the organization, from the highest corporate governance bodies such as the Board of Directors and throughout the teams in all the countries where we operate.

7. Conflict of Interest Policy

For us, any situation that does not allow the simultaneous satisfaction of the interests of a collaborator and those of the organization when dealing with clients, suppliers, organizations or individuals who try to do business with us, generates a situation of conflict. From the start and during the working relationship, by means of this policy and other existing tools, we reinforce the commitment of the Alianza Team People 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. Likewise, and as an example to facilitate understanding, we describe possible situations that configure conflicts in terms of competition, personal economic benefits, and situations that put objectivity in decision-making at risk.

The existence of a conflict in itself does not constitute a breach of labor obligations; the failure to declare it in a timely manner does.

8. Risk Management Policy

We are aware of the importance of managing the risks to which the organization may be exposed and how these may affect the achievement of the objectives set. The organization's Comprehensive Risk Management System, based on high standards of risk management and internal control, seeks to cover and mitigate risks at the strategic, financial, operational and compliance levels. We have a set of policies and procedures for the management and administration of risks in all operations and geographies, guiding actions towards their prevention, mitigation and improvement.

Through the implementation of a logical, systematic and structured model, risks associated with an activity, process, area or project are planned, identified, analyzed, evaluated, controlled, monitored, recorded and effectively communicated in order to effectively and efficiently achieve short, medium and long term objectives. The 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 normal operation of the business, as well as the need to recover in the shortest possible time from such events and resume normal operations.

9. Intellectual Property and Regulatory Affairs Policy

Our commitment to providing a legally secure and efficient environment that allows for the effective creation, protection, and commercialization of intangible assets developed by our teams is fundamental to the development of one of our main organizational capabilities, which is research, development, and innovation.

To enhance the value proposition of our three strategic business groups and create high-value, innovative solutions for our clients and consumers, we detail the structure and related guidelines that provide the necessary environment and guidance for this purpose, with special emphasis on the required handling of patents, trademarks, trade secrets and copyrights.

10. Information Security Policy

In a context where information security is increasingly relevant, both for us and for our allies 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 detail through a regulatory framework of policies, procedures and standards the necessary guidelines to guarantee it, promoting the use of best practices for the management and safeguarding of IT assets and ensuring compliance with legal and technical aspects of security.

We have an information security model, consisting of:

- **Governance Structure**

Formed by a Security Committee whose purpose is to coordinate information security issues from a managerial point of view.

Consisting of CEO, VP Innovation and Digital Transformation, VP Corporate Affairs, VP Finance, VP Talent Development, VP Operations, IT Director, Country Manager BM, Communications Manager, Corporate Operations Coordinator and Corporate Information Security Coordinator.

- **Safety Culture**

We generate a culture of information security through campaigns, training and talks with specialists.

- **Use of Technology**

We implement and constantly update the necessary technological security equipment and systems to minimize security risks.

- **Risk Management**

We identify and classify information assets, to determine which information is sensitive in the organization and its treatment.

11. Personal Data Policy

Emphasizing how important it is for us to respect our people and allies, 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.

12. Manual of the Integral Risk Management and Self-Control System for Money Laundering and Terrorism Financing (**SAGRILAF** in spanish)

We have a management system that transparently evaluates the roles and responsibilities of the Alianza Team People to effectively and efficiently manage the risk of money laundering and terrorist financing in all our operations.

Our SAGRILAF 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. 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.

13. Third Party Due Diligence Policy

In order to ensure an adequate selection process of any third party with whom we establish a business transaction, through this policy we reinforce the organization's stated commitment to strict compliance with the law in all our places of operation along the value chain, thus mitigating potential compliance and reputational risks.

According to the criticality of the service to be provided and in compliance with the procedures of the supply area, upon detection of warning signs, the Compliance Officer must be informed, who in turn will determine the steps to be taken. We guarantee permanent supervision of relations with third parties through periodic reviews.

14. Responsible Sourcing 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 our principles and values 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 in all their operations, including properties, joint ventures and external suppliers along with their operations. We extend compliance with these commitments to all raw materials, products and services that Alianza Team purchases and/or commercializes.

Our Main Commitments:

- Zero deforestation and traceability to mill and plantation by 2030 in all our agricultural supply chains.
- Support our suppliers to include smallholders in our supply chains.
- Strengthen the current grievance mechanism, becoming a reference in the industry.
- Report the progress of the Responsible Sourcing Strategy in our communication channels in a timely and transparent manner.

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 that works for sustainable agriculture in harmony with the community and the ecosystem, meeting the following criteria:

• Integrity, compliance and Transparency

As part of our ethics and compliance program, all processes and transactions must strictly abide by the related policies and standards to ensure due process of operations and compliance with the applicable and current regulatory framework at all times. There will be a visible commitment to the fight against corruption in all its forms and zero tolerance to any type of discrimination and harassment, with 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.

For raw materials of animal origin, we promote practices that ensure animal welfare, in accordance with the World Organization for Animal Health (OIE), especially the animal "Five Freedoms": freedom from hunger, thirst and malnutrition; fear and suffering; physical and thermal discomfort; pain, injury and disease; and freedom to express normal patterns of behavior.

• Labor Standards and Practices

Committed to the strictest labor and environmental standards in all the places where we operate, we emphasize the importance of respecting and complying with the following aspects throughout our chain:

1 • **Occupational health and safety:** It is the employer's responsibility to oversee the comprehensive protection of employees and their suppliers, ensuring the implementation of health, safety and hygiene measures, guaranteeing the necessary personal protection elements and resources to adequately perform their work.

2 • **Child and/or forced labor:** It is essential to apply ethical hiring practices, ensuring that all employees are treated with dignity in the workplace and are compensated according to their work and in compliance with the law, including paid rest days, decent housing (if applicable) and recognition for overtime hours worked. It will ensure that child or forced labor is not used, guaranteeing through auditing guidelines and procedures, control and monitoring of the chain.

3 Working together with our suppliers to ensure the **inclusion** of smallholders in our supply chains.

4 • **Human Rights:** Guided by the rights established in the International Bill of Human Rights and the fundamental rights of the Declaration of the International Labor Organization, Alianza Team requires its suppliers at all levels to commit to respecting all declared international human rights and not to promote or allow violations or be complicit in abuses of these within the organization or along the value chain, emphasizing the importance of having a process of free, prior and informed consent (FPIC).

5 • **Non-aggression and non-violence:** Zero tolerance for acts of violence, harassment and/or aggression against organizations and individuals with a recognized track record of civic and/or social activism, defenders of nature, human rights, socio-environmental rights of communities and traditional peoples.

6 • **Discrimination:** All employees should receive equal opportunities without discrimination based on race, sexual orientation, gender, political preference, religious belief or any other factor that negatively affects workplace opportunities and the work environment.

7

• **Right to free association and collective bargaining:**

This right will be respected at all times by employees without the generation of reprisals or measures that could be considered as persecution or affectation of the free exercise of this right.

8

• **Reporting and remediation mechanisms:**

There will be channels and mechanisms available and accessible to all stakeholders, where they can process an impartial and transparent management and timely and adequate solution to their complaints, claims or others.

We have an integrity hotline available to all our stakeholders through which cases of violations of these policy guidelines can be reported. Details are provided in the first section of this document.

• **Care for the Environment**

- Conservation of natural resources (soil, water, energy, biodiversity)
- Responsible pest management and limits for the use of agrochemicals.
- Prohibition of conversion of peatlands regardless of their depth or the use of burns for soil preparation.
- Measuring, reporting and reducing greenhouse gas emissions.
- Integrated waste management, protecting the ecosystem and human health.
- Prohibit the conversion of high conservation value areas (HCV), high carbon stocks (HCS) and other ecologically sensitive landscapes identified as the Brazilian Amazon and Cerrado and the Gran Chaco of Argentina and Paraguay, among others¹.
- Compliance and respect for the rights of neighboring communities and for the responsible development of new plantations by suppliers, including their independent suppliers.
- No to the exploitation of people or local communities.
- Respect for the legal or customary land tenure and 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.

¹ To learn more about the HCSA methodology visit: www.highcarbonstock.org

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, the prevention of money laundering and terrorist financing and the protection of personal data.

Additionally, 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.



Voluntary Agreement for Zero Deforestation in the Palm Oil Supply 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 have a structured work plan by 2020 at the latest, resulting from a diagnosis of our current chain, with clear mechanisms for monitoring, follow-up and quantifiable goals that lead to the fulfillment of the objective that is to **ensure by 2030 that our national and international supply chain will be free of deforestation.**

Self-Regulatory Commitment in Advertising to Children Under the Age of Twelve



We voluntarily control advertising on television and in educational institutions, in compliance with established guidelines, ensuring that our advertising is responsible and respectful of our consumers.

16. Aliados Somos + (With our allies we can accomplish more

This framework is the evolution of our social investment strategy, which is focused on capacity building and the implementation of nurturing a better tomorrow through actions that generate value for our stakeholders. We have defined 3 action fronts for the fulfillment of our strategy:

Life Transformation:

- First job opportunities
- Integral development of human capital
- Inclusive business and employment.
- Environmental management and protection of natural resources.

Food Safety:

- 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 local communities.

Comprehensive Development:

- Quality health access programs.
- Promotion of and interest in access to decent housing.
- Access to quality education and formalization of basic studies.

We have strategically prioritized six stakeholders to carry out initiatives based on networking, value generation, well-being and solidarity:

1

• **Employees:** Promote actions that allow access to health, housing and education, ensuring optimal conditions for our employees and their families.

2

• **Clients and consumers:** To strengthen the economic, social and environmental development of our clients and consumers by generating tools that allow the construction of capabilities for sustainable business continuity.

3

• **Communities:** Establish initiatives that allow us to install capacities that generate dignified conditions for the local communities where we operate. We seek to maintain open and reliable communication channels with the community, local authorities and strategic allies in the area of influence.

4

• **Suppliers:** Committed to the development and growth of our suppliers, we seek to establish alliances and programs to strengthen their operations in order to establish commercial relationships based on trust and commitment.

5

• **Special allies:** Organizations that allow the development of programs and projects articulated to our work fronts in order to generate cooperative relationships for the development of our environment and communities.

6

• **Government and local authorities:** National and/or local entities through which we rely on for a strategic institutional relationship to promote common objectives and interests.

• How do We do it?

We work to develop tools to mobilize projects and initiatives for our stakeholders through:

Volunteers:

We promote 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 our partners to give a second chance to our short shelf life and low rotation products.

Impact Projects:

We generate opportunities that allow 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.

