



**DECLARATION OF COMMITMENT TO HUMAN RIGHTS  
GRUPO EMPRESARIAL COLOMBINA**

Colombina is committed to conducting all its business activities under the framework of Human Rights, in a manner that supports and respects their protection. To comply with this declaration, the following measures have been established:

- Carry out all business operations within the framework of the necessary respect for Human Rights as set forth by international laws and treaties such as the Universal Declaration of Human Rights, the declarations of the ILO, the United Nations Global Compact, and the OECD Standards of Business Conduct.
- Protect the life and safety of Colombina employees through the implementation of a duly crafted Occupational Health and Safety Management System, as well as the promotion of risk-prevention self-care habits.
- Reject and publicly condemn any abuse or violation of Human Rights and International Humanitarian Law (IHL).
- Provide decent working conditions to all employees that provide equitable treatment free of discrimination on race, age, sex, color, origin or sexual condition with competitive wages and benefits, and guarantee a work environment that respects their family time.
- Reject any form of forced and child labor throughout the value chain, as well as any activity related to human trafficking.
- Promote the establishment of gender equality measures, combating discrimination, ensuring equal access to opportunities and equity for all men and women who are part of the organization based on the following principles:
  - ✓ Establish measures and mechanisms to prevent, address and punish any type of harassment.
  - ✓ Promote work environments free of violence and where the quality of one's personal life is favored.
  - ✓ Promote the balance of work, personal and family life
  - ✓ Promote gender equity among Colombina's stakeholders.



- Carry out operations using practices that respect and protect the environment ensuring this by applying the Environmental Management System certified under the ISO 14001 standard.
- Encourage respect and promotion of Human Rights with Colombina suppliers, contractors, partners and in general with its stakeholders.
- Respect the right to free association and collective bargaining.
- Provide employees and stakeholders with tools to report human rights risks or alleged abuses.
- Fairly value and recognize the work of everyone, offering competitive and equitable salaries and benefits for both men and women in accordance with the ILO Convention 100.
- Offer clear and transparent communication about the nutritional profile of products, enabling consumers to make informed purchasing decisions.
- Ensure quality and safety in the production processes.