



HUMAN RIGHTS





Human Rights

As signatories of the Global Compact since 2009, our commitment to Human Rights is a fundamental principle guiding the development of our business. This is why we promote fair and equitable working relationships, providing our employees with opportunities for comprehensive growth within an organizational climate of mutual respect, through communication, motivation, education, leadership, and teamwork mechanisms.

We operate under an inclusive approach, which means that all our processes are conducted with transparency and objectivity, embracing all individuals without bias based on race, religion, sexual orientation, etc.



Colombina Business Group, true to its principles and values, has been committed to respecting and promoting human rights as a fundamental principle for the development of its operations, in line with the International Bill of Human Rights, the United Nations Global Compact, and the OECD Guidelines for Multinational Enterprises. Colombina continuously conducts a Due Diligence Process according to the standards set forth in the United Nations Guiding Principles on Business and Human Rights, which includes the following measures:

- Training employees and suppliers on Human Rights.
- Integrating human rights risks into the corporate risk management system.
- Periodically conducting Human Rights Impact Assessments.
- Implementing a prevention and mitigation strategy for human rights impacts, both within the company and throughout its value chain.
- Developing a communication and engagement strategy with key stakeholders, including strengthening accessible mechanisms for complaints and grievances related to human rights.
- Regularly reporting on human rights risk management within the Sustainability Report.

Human Rights Policy





Human Rights Policy

Colombina is committed to respecting the rights of all individuals and communities, with a special emphasis on those who are most vulnerable. Therefore, the company takes the responsibility to implement necessary measures to prevent any risks associated with human trafficking, child labor, or any form of modern slavery, whether within its own operations or through its commercial and supply chain relationships.

All Colombina employees are obligated to be aware of and contribute to the implementation of this Policy in their daily activities, and they must report any potential violations of the Policy to the company through established reporting mechanisms.

Furthermore, as stated in its Supplier Policy, Colombina expects its business partners to act in a similar manner, respecting the full spectrum of internationally recognized Human Rights, both for their own employees and for third parties and stakeholders.



Declaration on Commitment to HR

Colombina Business Group commits to conducting all its business activities within the framework of Human Rights, supporting and respecting their protection. To fulfill this declaration, the following actions have been determined:

- Conduct all business operations in accordance with respect for Human Rights and in compliance with international laws and treaties, such as the Universal Declaration of Human Rights, the ILO declarations, the United Nations Global Compact, and the OECD Guidelines for Multinational Enterprises.
- Ensure the life and safety of its employees through the implementation of a Health and Safety Management System at work and the promotion of self-care habits to prevent risky events.
- Publicly reject and condemn any abuse or violation of Human Rights and International Humanitarian Law (IHL).





Declaration on Commitment to HR

- Colombina Business Group is committed to providing dignified working conditions to all its employees, offering equal treatment without discrimination based on race, age, gender, color, origin, or sexual orientation. This commitment includes providing competitive salaries and benefits and ensuring a work environment that respects employees' time for family activities, among other initiatives.
- The company firmly rejects any form of forced labor or child labor throughout its value chain.
- Colombina actively promotes gender equality measures, combating discrimination, and ensuring equal access to opportunities and equity for both men and women within the organization. These principles are supported by the following actions:
 - Establish measures and mechanisms to prevent, address, and penalize any form of harassment.
 - Foster work environments free from violence, promoting employees' personal quality of life.
 - Encourage work-life balance and support family life reconciliation.
 - Promote gender equality conditions for all stakeholders related to the organization.
- The company conducts its operations with practices that respect and care for the environment, ensuring this commitment through an Environmental Management System certified under the ISO 14001 standard.
- Colombina actively encourages respect for and the promotion of Human Rights among its suppliers, contractors, partners, and all stakeholders. It respects the right to freedom of association and collective bargaining.





Declaration on Commitment to HR

- Colombina Business Group aims to consolidate an organizational culture based on ethics and transparency in all actions carried out by its employees during the course of business operations.
- The company provides its employees and stakeholders with tools to report risks or potential human rights abuses.
- Colombina values and justly recognizes the work of each individual, offering competitive and equitable salaries and benefits for both men and women, following the guidelines established by the ILO Convention 100.
- The company ensures clear and transparent communication regarding the nutritional profile of its products, empowering consumers to make informed purchasing decisions.
- Colombina prioritizes quality and food safety in its production processes, ensuring the highest standards are met.





Important milestones in human rights in recent years



2008

- Launch of the Colombina Ethics program

2009

- Adherence to the United Nations Global Compact.
- First Sustainability Report of the Colombina Group.

2010

- Launch of the first Business Ethics Policy.
- Creation of the Social Responsibility Manual for Suppliers.

2011

- Creation of the Labor Relations and Non-Discrimination Policy

2012

- Establishment of the Coexistence Committee

2013

- Launch of the first Responsible Code of Conduct.

2014

- Signing of the Collective Convention with Sintracolombina Subdirectiva La Paila.
- Creation of the Supplier Policy.
- Formation of the Labor Equity Committee.
- Application of the labor equity diagnosis.

2015

- Signing of the Collective Convention with Sintracolombina Subdirectiva Colcauca

2016

- Training of 383 employees in Human Rights.
- Obtaining the Equipares certification, Silver Seal with a rating of 99.5%.
- Creation of the Gender Equity Policy and the non-sexist communication manual.
- Training of 408 employees in Gender Equity.



2017

- Signing of the Collective Convention with Sintracolombina Subdirectiva Conservas.
- Signing of the Declaration of Commitment to Human Rights.
- Training for 768 employees on Gender Equity and Human Rights.

2018

- Training for 62 suppliers (transportation and chili growers) on Human Rights.
- Recognition granted by the Presidency of the Republic for the Gender Equity Silver Seal certification.
- Signing of a roadmap with the Mayor's Office of Santiago de Cali to establish human rights plans within the organization..

2019

- Implementation of Due Diligence processes in accordance with the United Nations Guiding Principles and the OECD Guidelines for Multinational Enterprises.
- Obtaining the Gender Equity Gold Seal.
- Approval of the Human Rights Policy.
- Application of the Human Rights Impact Study.

2020
2021

- Training for suppliers on Human Rights and Gender Equity.
- Application of the B System survey to suppliers, which includes aspects related to measuring Human Rights.

2022

- Update of the Risk Map.
- Application of a new Human Rights diagnosis.
- Development of an action plan.

2023

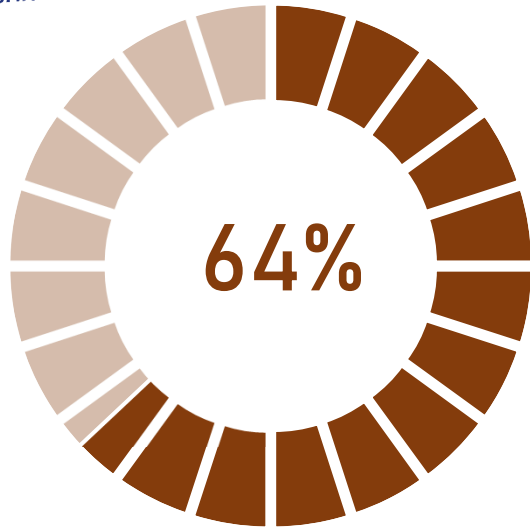
- Update of the Human Rights course in the Corporate University.
- Presentation of the internal audit on gender equity by Equipares / verification of management in 2022.
- Application of the Gender Equity perception survey.
- Creation of a protocol / guide for Human Rights attention.
- Creation of the Sustainability, Human Rights, and Corporate Governance Committee.
- Definition of monitoring indicators.
- Recertification at the Gold level by Equipares.



Diagnosis of Human Rights Management 2022

- In 2022, the company conducted a diagnosis of human rights management within its own operations, covering 96% of the total number of employees in the company. Additionally, we evaluated 98% of our critical suppliers.
- The diagnosis was carried out specifically with reference to the United Nations Guiding Principles on Business and Human Rights, considering other standards that incorporate these principles in their guidelines, such as the OECD Due Diligence Guidance for Responsible Business Conduct in its chapter on human rights.
- For the execution of the diagnosis, we hired the external firm EQUILIBRE CONSULTORES, which conducted in-depth interviews with representatives of participating supplier companies and employees of our organization.
- The diagnostic tool for identifying gaps in human rights management has three areas of implementation: the first one contains fourteen (14) indicators associated with Colombina's governance and commitment to respecting human rights; the second one has nine (9) indicators related to the dissemination and awareness of Colombina's human rights commitment; the last section consists of forty (40) indicators related to the process of human rights due diligence. This section is subdivided into the following six phases:
 - Phase 1: Identification of risks and impacts on Human Rights.
 - Phase 2: Management of risks and impacts on Human Rights.
 - Phase 3: Monitoring of actions for preventing or mitigating risks and impacts.
 - Phase 4: Complaints and Grievance mechanisms concerning Human Rights.
 - Phase 5: Remediation of Human Rights Impacts.
 - Phase 6: Reporting and communication of the Management of Risks and impacts on Human Rights.

Diagnosis of Human Rights Management 2022



- The update of the diagnosis on human rights management for Colombina and its prioritized suppliers demonstrates the company's willingness and commitment to respecting and promoting human rights within the framework of its activities and business relationships.
- This percentage reflects that Colombina is at a moderate level of maturity in the implementation of standards concerning businesses and human rights. It also indicates that since the corporate commitment to human rights declaration in 2019, Colombina has made good progress in progressively implementing the best standards in this area.
- It is worth noting that the average score of the top 8 companies in the food industry, according to the Food Agriculture Benchmark, is 59,7%. While it is not exactly the same measurement, it does show that Colombina continues to make good progress in this area.



Results of the Human Rights Management Diagnosis 2022.

- Colombina has made significant efforts towards adopting responsible business management concerning human rights in its own activities and business relationships.
- According to the observations recorded by the company in the diagnostic tool, Colombina's Human Rights policy has been internally and externally communicated to all personnel, suppliers, contractors, and other stakeholders. Additionally, Colombina has conducted communication, dissemination, and induction activities for employees, contractors, and subcontractors.
- Regarding the identification and evaluation of human rights impacts, Colombina has a Management System that integrates issues such as occupational health and safety, environment, discrimination, and gender-based violence in the workplace. These issues are associated with the business management system and have work plans and assigned roles and responsibilities for their management.
- It is noteworthy that Colombina seeks the support of external experts to identify and manage real and/or potential risks and impacts on human rights.
- In general, Colombina has achieved an acceptable level in adopting due diligence concerning human rights at the corporate level.



Model of Due Diligence Management

1. Business Conduct

- Definition of Scope to ensure Human Rights issues:
- Review and update of policies:
 - Human Rights Policy
 - Responsible Code of Conduct
 - Labor Relations and Non-Discrimination Policy
 - Supplier Policy
 - Corporate Social Responsibility (CSR) Compliance Clause for Suppliers
 - Equity and Inclusion Policy
 - Due diligence process for new business relationships.

2. Prevention of Human Right Risks

- Public declaration of commitment to Human Rights.
- Review and management of the risk matrix associated with our operations and in the value chain.
- Human Rights diagnosis every 3 years, verifying the fulfillment of action plans.
- Diagnosis of suppliers through the B System platform.
- Implementation of action plans.
- Strengthening the knowledge of employees and the value chain through communication and training.

3. Human Rights Risk Management

- Establishment of reporting and complaints mechanisms.
- Monitoring of reported cases or situations through the established mechanisms.
- Remediation of cases, if necessary.

4. Reporting Mechanisms

- The company has reporting mechanisms as preventive measures that allow for the identification and establishment of plans for repair or improvement if necessary: Ethics Hotline, Coexistence Committee, Equity and Inclusion Committee, Corporate Website, Occupational Health and Safety Reporting Tool.



Model of Due Diligence Management

1. Business Conduct

Definition of the scope to ensure that Human Rights issues encompass employees, business relationships (joint ventures, mergers, acquisitions), suppliers, customers, contractors, and communities surrounding the plants. The issues included in our Human Rights scope are as follows.





Model of Due Diligence Management

1. Business Conduct

Likewise, taking into account that Colombina has been a signatory to the United Nations Global Compact Principles since 2009, in our code of conduct, as well as in the Supplier Policy, we explicitly state the following

1. Freedom of association and collective bargaining.
2. Prohibition of child labor, adhering to minimum age provisions, laws, and corresponding regulations.
3. Prohibition of forced labor and physical mistreatment of employees.
4. Elimination of discrimination. The sole basis for hiring, promotion, or training should be performance, skills, and experience.
5. Working hours and remuneration, fully complying with relevant legislation regarding wages, working hours, and benefits, and providing employees with opportunities to develop their skills and abilities.
6. Health and safety at work, reducing the risk of accidents, injuries, and any other health hazards.
7. Environmental care.
8. Integrity, respecting relevant laws and avoiding bribery and fraudulent practices, complying with tax requirements, anti-money laundering legislation, and respecting and promoting intellectual property.
10. Communication: Colombina will promote within the supply chain the replicability of the supplier policy and associated practices, so that they extend it to their own supplier network.
11. Supplier development to ensure compliance with quality and competitiveness standards. Programs like Big Brother and Supplier Certification have been implemented for this purpose.
12. Extended sustainability. We support our suppliers in their commitment to sustainability and encourage them to extend this commitment to their supplier network.



Model of Due Diligence Management

1. Business Conduct

We have a **Sustainability, Corporate Governance, and Human Rights Committee** responsible for monitoring the established plans to advance the management of the mentioned issues.





Model of Due Diligence Management

2. Prevention of Human Rights Risks

➤ Business Conduct

- Our human rights due diligence process adopts a preventive approach to manage the company's impacts on human rights promptly and appropriately, contributing to the prevention and reduction of conflicts with stakeholders. To achieve this, we have collaborated with expert external consultants who have facilitated two-way dialogues among the company, employees, and actors in the value chain, strengthening trust-based relationships. Here are the actions taken in the process of preventing human rights risks:
- Public declaration of commitment to human rights.
- Review and management of the risk matrix associated with our operations and throughout the value chain.
- Human Rights diagnosis every three years to verify compliance with action plans and commitments established in the human rights declaration, including ensuring decent work and unequivocal rejection of forced labor, respecting freedom of association and the right to collective bargaining, eliminating child labor, ensuring equal remuneration, among others.
- Diagnosis of suppliers through the Sistema B platform.
- Implementation of action plans.
- Enhancing the knowledge of employees and the value chain through communication and training.



Model of Due Diligence Management

3. Human Rights Risk Management

Colombina has a risk management model for the entire business group, as well as for all stakeholders linked/associated with its value chain, such as suppliers, contractors, business partners, among others, including vulnerable groups like women and children. The Human Rights Risk Management Policy sets forth the commitments and overall framework for comprehensive management of strategic, operational, and project risks within the company.

Colombina has made significant progress in implementing human rights due diligence and risk management, focusing on the following aspects:

- Periodic analysis of the operational context is conducted along the company's value chain.
- Identified human rights impacts through third parties. While risks have been identified in the company's own operations, there is also an approach to identify risks associated with the value chain based on contribution or linkage.
- Established methodologies for identifying and assessing environmental impacts.
- Conducted analysis of human rights risks and impacts, and defined management measures accordingly.
- Implemented reporting mechanisms as preventive measures, allowing for the identification and establishment of repair or improvement plans if necessary.
- Set up a Committee for Coexistence and another for Equity and Inclusion, as bodies to monitor the management of human rights impacts, including prevention of harassment and promotion of gender equality.
- Developed mechanisms for receiving complaints and grievances that adhere to the principle of accessibility.

Model of Due Diligence Management

Colombina is making progress in the implementation of due diligence based on the following aspects:

Currently, the company has not presented any human rights violations; however, it has a risk matrix that includes:

- Identification of corporate and operational risks.
- Type of relationship with the risk.
- The right that may be affected due to causation, linkage, or contribution.
- Stakeholder groups involved.
- Severity of the risk.
- Management measures.





Identification of Human Rights Risks

As part of the diagnosis, an exercise was conducted to update the risk matrix in order to develop management plans for the prevention of these risks.

Direct and indirect risks were identified:

- Direct risks: These risks, according to human rights references and standards, are known as "causal risks." They result from the actions of the company.
- Indirect risks: These include risks that arise from situations in which the company's actions are one of the contributing factors to the materialization of the risk (risks by contribution). They also encompass risks that arise from the actions of a third party with whom the company has a commercial relationship (risks by linkage).

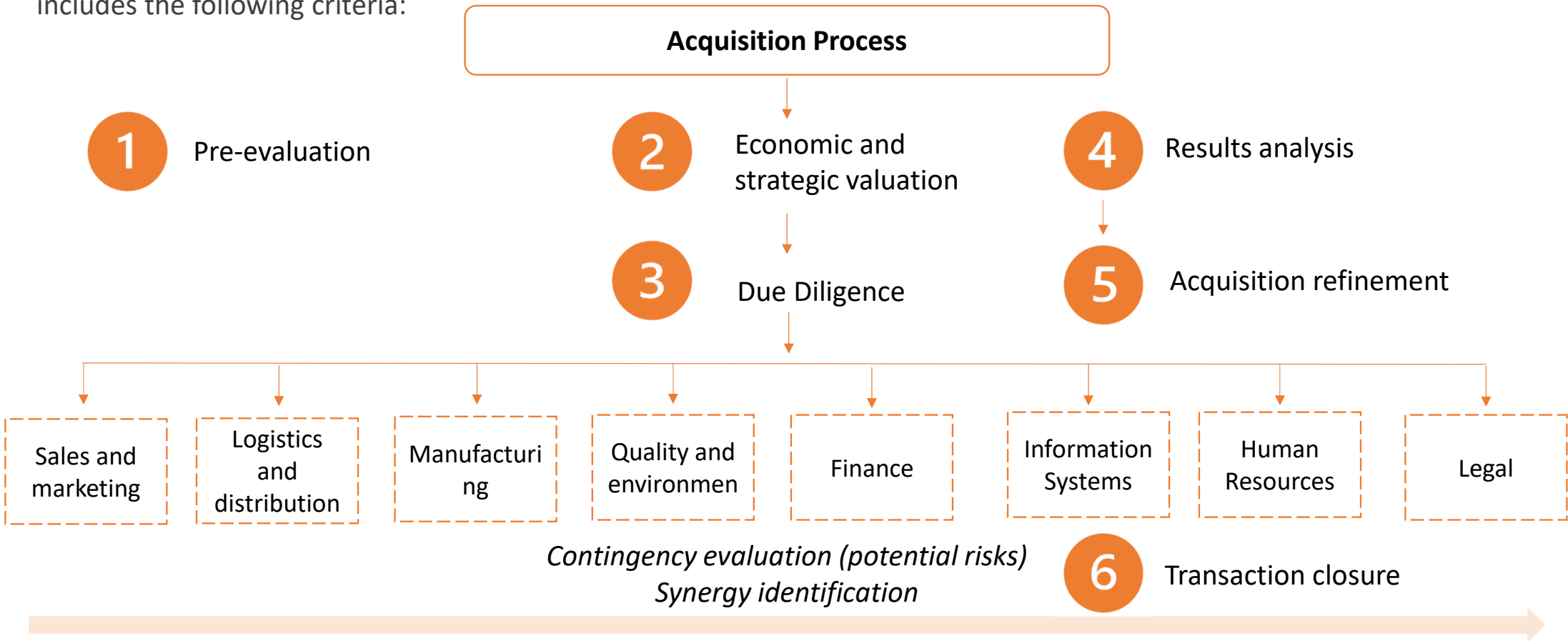
The risk identification followed the following methodological process:

1. Review of industry-specific and geographical references to identify typical risks related to the industry and the areas where Colombina operates.
2. Evaluation of the severity of the risk according to human rights standards (inherent risk).
3. Assessment of the risk based on evidence of current control measures (residual risk).



Identification of Human Rights Risks

As part of the process of acquiring new companies, businesses, or products, Colombina has a risk assessment matrix within the due diligence framework that is integral to this process. The risk assessment matrix for company acquisitions includes the following criteria:





Identification of Human Rights Risks

Direct Risks

Severity

| | | |
|----|----|-----|
| 45 | 60 | 100 |
| 30 | 50 | 75 |
| 25 | 40 | 45 |
| 5 | 10 | 30 |

Probability Occurrence

| # | Risk |
|---|--|
| 1 | Risk of implementing non-transparent advertising policies regarding nutritional information. |
| 2 | Risk of producing food products that do not meet nutrition quality standards. |
| 3 | Risk of non-compliance with quality and safety standards and processes. |
| 4 | Risk of discriminatory practices against women. |
| 5 | Risk of discriminatory practices in hiring processes. |

**It is important to highlight that the risks identified in this matrix correspond to the main risks in the beverages and food industry. Therefore, it is crucial for the company to consider them in its risk map and continue developing actions to mitigate their occurrence.*

Identification of Human Rights Risks

| No. | Type of relationship with the risk | Identified Risk | Potential stakeholders affected | Current management measures/plans for mitigation |
|-----|------------------------------------|--|---------------------------------|--|
| 1 | Direct | Risk of implementing non-transparent advertising policies regarding nutritional information. | Consumers | <p>Nutritional Information Labeling: The company provides consumers with information through food labeling, which informs about the ingredients of each product. Since 2014, Colombina has taken measures to enhance the transparency of nutritional information for its products, recognizing that nutritional information could be demanding or confusing for consumers. As a voluntary initiative, in addition to nutritional information, key nutrients are communicated through a front-of-pack labeling system (GDA) to provide consumers with a summarized overview of the nutritional content of the products. 97% of the products have GDA labeling. As of 2021, the company has 1,177 references with positive social impact, representing 56% of total sales.</p> <p>Advertising and Marketing: Within the responsible code of conduct, Colombina has a voluntary Marketing Code, which serves as a guideline for communications to consumers. Among the principles that reflect the commitment is responsible marketing, referring to the responsible, truthful, and transparent manner in which communications are conducted so that consumers can make informed purchasing decisions.</p> <p>Additionally, following the voluntary self-regulatory agreements adopted, there is a commitment not to carry out marketing campaigns for food products directed at children under 12 years old, except for those foods that comply with the nutritional profiles defined in these agreements.</p> |

Identification of Human Rights Risks

| No. | Type of relation with the risk | Identified Risk | Potential stakeholders affected | Current management measures/plans for mitigation |
|-----|--------------------------------|---|---------------------------------|--|
| 2 | Direct | Risk of producing food products that do not meet nutrition quality standards. | Consumers | <p>Colombina Clean & Clear: As an industry leader in the food sector, Colombina is committed to setting the trend towards healthier eating and maintaining competitiveness in an ever-changing environment with strict health and nutrition regulations. To achieve this, Colombina has developed a nutritional evolution strategy to offer consumers better products every day. This methodology focuses on four key initiatives:</p> <ol style="list-style-type: none"> 1. Reduction of critical nutrients (saturated fats, sugar, sodium). 2. Elimination of artificial additives. 3. Addition of positive nutrients. 4. Reduction of allergens. <p>Colombina 100% : The company provides information about the Colombina 100% product line to stay current with evolving nutritional trends. Through this initiative, the company ensures that all products in the line are free from artificial colorings, flavorings, and preservatives.</p> <p>To achieve these goals, communication is maintained between the quality, development and innovation, production, improvement, and regulatory affairs departments. They identify needs and establish policies to monitor and verify production processes and subsequently establish joint action plans to improve nutritional profiles.</p> |

Identification of Human Rights Risks

| No. | Type of relation with the risk | Identified Risk | Potential stakeholders affected | Current management measures/plans for mitigation |
|-----|--------------------------------|---|---------------------------------|---|
| 3 | Direct | Risk of non-compliance with quality and safety standards and processes. | Consumers | <p>To ensure quality and safety throughout the supply chain, there are tracking policies and a matrix of legal and regulatory requirements that contain the standards that suppliers of processed foods must meet. This allows Colombina to identify existing gaps and initiate development processes.</p> <p>The Procurement department reviews compliance with the requirements for suppliers associated with safety certification, quality, standards, and commitment to CSR and human rights. When gaps are identified, the Procurement team develops strengthening plans for suppliers that do not have all the certifications, and a work plan is generated to help them improve their quality standards.</p> <p>The company has a Supplier Certification program, through which it recognizes partners who meet all the quality standards required by the company. So far, it has 59 certified suppliers and 36 recertified suppliers.</p> <p>Additionally, through its Big Brother program, the company supports small and medium-sized supplier companies by sponsoring them to strengthen their administrative, commercial, financial, and quality systems, among others. Currently, 63 suppliers are part of this program.</p> |

Identification of Human Rights Risks

| No. | Type of relation with the risk | Identified Risk | Potential stakeholders affected | Current management measures/plans for mitigation |
|-----|--------------------------------|--|---------------------------------|---|
| 4 | Direct | Risk of discriminatory practices against women | Women workers | <p>Colombina is a pioneering company in the implementation of the gender equity management system Equipares, and it is certified with the Equipares Gold Level seal, being the first food company to obtain this certification.</p> <p>The company has achieved a balanced hiring between male and female workers, with around 40% of the workforce being women. Additionally, during peak production seasons, the extra workers hired are mostly women. The sales force for the retail channel comprises 68% women, and they have trained over 100 women in roles that are traditionally male-dominated. Women make up 41% of the management positions.</p> <p>MIG SCORE Program*: This program was developed to address gender-focused issues in line with the Equipares Seal with one of the suppliers. As a result, the Equipares Seal certification was achieved with the company's support and with the backing of the ILO.</p> <p>It consists of training workshops and follow-up visits and advice in the companies, facilitated by certified SCORE trainers. All of the above is focused on key areas for business performance and sustainability: cooperation at work, quality, cleaner production, gender-focused human talent, and occupational safety and health.</p> <p>Labor Inclusion: Through the creation of the Institute of Development for La Paila, the company has facilitated the incorporation of single mothers and vulnerable populations into the production plan.</p> <p>Equitable Working Conditions: Regarding salary matters, the company states that all workers start at the legally established minimum wage, and the majority receive 4% above the legal minimum. The company uses salary categories in the operational area defined based on roles and responsibilities, regardless of gender. In 2019, an assessment was conducted with the ILO regarding remuneration, ensuring no gender bias</p> |

Identification of Human Rights Risks

| No. | Type of relation with the risk | Identified Risk | Potential stakeholders affected | Current management measures/plans for mitigation |
|-----|--------------------------------|---|---------------------------------|---|
| 5 | Direct | Risk of discriminatory practices in hiring processes. | Employees Young people | <p>Within its Gender Equity Management System, the company has recruitment and hiring policies that ensure equity in various practices and processes. Job openings are first posted internally and then made public on Colombina's website.</p> <p>The company has a Human Rights and Non-Discrimination policy</p> |



Identification of Human Rights Risks

General conclusions

- This matrix identifies the main human rights risks in the food and beverage industry and evaluates them based on the severity of the human rights risk and the likelihood of occurrence at Colombina, according to the company's current measures.
- In the analysis conducted, we covered 96% of the total company employees, in which 5 direct risks were identified.
- There is significant evidence demonstrating a robust management of the direct risks.
- It was found that the company has not violated any human rights in its own operations or in its value chain. However, a mitigation plan and gap closure strategy were developed in response to the identified risks.

Mitigation measures and gap closure plan in own operations.

Objective: To contribute to Colombina's positioning, achievement of strategic goals, and preservation of its reputation through the adoption of good practices in Human Rights management in accordance with international standards in this field.

Governance and commitment to respect Human Right



Dissemination and awareness-raising of the Human Rights commitment



Human Rights Due Diligence



| Short term | Medium term | Long term |
|--|---|---|
| <p>Actions aimed at updating the policy</p> | <p>Actions aimed at improving the supervision and knowledge of the Board and Management Committee:</p> | <p>Actions aimed at assigning internal roles and responsibilities for Human Rights Due Diligence at both strategic and operational levels:</p> |
| <p>Actions focused on:</p> <ul style="list-style-type: none"> Strengthening employees' knowledge. Effective dissemination of the policy to Stakeholder Groups. | <p>Actions focused on:</p> <ul style="list-style-type: none"> Strengthening knowledge about highlighted Human Rights issues. Understanding Stakeholder Groups' perceptions regarding Colombina's Human Rights management. | <p>Actions focused on:</p> <ul style="list-style-type: none"> Continuing the promotion of an organizational culture of respect and promotion of Human Rights. |
| <ul style="list-style-type: none"> Adoption of a differential Human Rights approach. Defining goals and KPIs (Key Performance Indicators). | <ul style="list-style-type: none"> Prioritizing highlighted Human Rights issues. Establishing a protocol for impact resolution and remediation. Expanding the reporting on Human Rights. | <ul style="list-style-type: none"> Continued strengthening of the Human Rights Due Diligence procedure at the internal level and throughout the value chain management |



Mitigation measures and gap closure plan in own operations.

Objective: To strengthen Colombina's value chain management in line with Human Rights, adhering to best practices and standards in the field.

Supply chain management



Respect for Human Rights in the supply chain



| Short term | Medium term | Long term |
|---|--|--|
| <p>Actions aimed at enhancing contract managers' understanding of business and Human Rights standards:</p> | <p>Actions aimed at assigning roles and responsibilities for Human Rights management in the value chain area::</p> | <p>Defining management and performance indicators on Human Rights for hiring.</p> |
| <p>Actions focused on:</p> <ul style="list-style-type: none"> • Actions to prioritize monitoring efforts for critical suppliers and contractors • Actions to strengthen training for critical suppliers and contractors on human rights standards | <p>Developing an assessment of business partners and/or suppliers regarding their performance on Human Rights.</p> | <p>Actions focused on:</p> <ul style="list-style-type: none"> • Promoting an organizational culture of respect and promotion of Human Rights. • Generating positive and negative incentives for suppliers to promote better Human Rights practices |



Model of Due Diligence Management

4. Reporting Mechanisms

Human rights care protocol/guide

We have a guide or protocol for Human Rights care, which establishes the guidelines and procedures to address situations related to these issues within the organization. The protocol is composed of the following steps:

1. Definitions and Principles
2. Responsibilities
3. Reporting Procedures
4. Investigation and Follow-up
5. Remediation and Corrective Actions
6. Internal and External Communication
7. Training and Awareness
8. Monitoring and Review
9. List of Policies, Processes, and Associated Formats

In the event of non-compliance or violation of human rights, appropriate disciplinary measures will be applied in accordance with the internal work regulations, which are based on current legal norms. These disciplinary measures are divided into serious and minor infractions, and the severity of each infraction is evaluated to determine the corresponding penalty.

Penalties may include, among others:

- Suspension of the employee for a specified period
- Justified termination of the employment contract. All employees sign this regulation upon entering into an employment contract with the company.
- Appropriate remediation will be provided, and retaliation against individuals who report human rights violations in good faith will be prevented.

Model of Due Diligence Management

Colombina is advancing in the implementation of due diligence based on the following aspects:

4. Reporting Mechanisms

Colombina's Ethical Guideline

One tool through which Colombina identifies potential human rights violation risks is the Ethics Hotline. There is a Committee responsible for receiving and monitoring each of the situations reported. The purpose of this hotline is to:

- It aims to strengthen ethical behavior within the Organization as a fundamental principle for the development of our business.
- It provides individuals with a confidential and reliable tool to contribute to maintaining ethics and integrity within our Company by reporting situations involving human rights and transparency practices that affect the Organization or its members.
- It contributes to preserving the Company, its assets, and its continuity.
- It facilitates early detection of dishonest acts to mitigate their negative effects (financial loss, corporate reputation, trust, etc.).



Communication Channels

- Sending sealed envelopes to the Central Office addressed to the Vice Presidency of Human Resources, clearly indicating that the content is confidential.
- Sending an email to colombinaetica@colombina.com.
- Confidential reporting hotline at (57+2) 8861734.



Model of Due Diligence Management

4. Reporting Mechanisms

Conflicts of Interest:

We have a questionnaire that is sent to all employees in order to monitor compliance with the conflict of interest and business ethics policies and offer employees a reporting mechanism for cases related to this topic.

This questionnaire is sent annually, and employees are selected who, due to their hierarchical level or functions, are more exposed to significant risks of non-compliance and are considered critical.

In 2022, 99% of employees answered the survey.

Reporting on Breaches

| Areas | FY2022 |
|-------------------------------------|--------|
| Corruption or Bribery | 4 |
| Discrimination or Harassment | 1 |
| Customer Privacy Data | 0 |
| Conflicts of Interest | 101 |
| Money Laundering or Insider Trading | 0 |
| Information Security | 0 |

For all the cases of the company, the necessary measures are taken to mitigate the possible risks. In the event of a conflict of interest, employees with supplier companies are removed from supplier-related decisions.

Model of Due Diligence Management

4. Reporting Mechanisms

Workplace Health and Safety Platform

A tool has been developed on the corporate intranet for employees to report any incidents or conditions that affect their health and safety at work.

In this platform, employees have access to the Workplace Health and Safety Policy, information about the corporate health and safety committee, and its functions.



Model of Due Diligence Management

4. Reporting Mechanisms

Coexistence Committee

The objective of this committee is to have a team that contributes to preventing situations of workplace harassment, protecting employees against psychosocial risks that affect health in the workplace, and managing each situation with respect, impartiality, flexibility, tolerance, neutrality, serenity, ethics, and complete confidentiality in information handling.

Members of the Coexistence Committee should possess attitudinal and behavioral competencies such as respect, impartiality, fairness, tolerance, neutrality, serenity, confidentiality, discretion in information handling, and ethics. Additionally, they should have skills in assertive communication, leadership, and conflict resolution.

Por los trabajadores

Principales



Julián Andrés Quintero
Director Planeación Gestión
de Ventas Medios Internacionales
(Oficina Central)

Suplentes



Gloria Nancy Camacho
Coordinadora Supply Chain
(Oficina Central)

Por la empresa

Principales



Miyerlandy Lozada
Directora Administración
Gestión Humana
(Oficina Central)

Suplentes



Nicolás Sierra
Gerente Negocio
Chocolates y Snacks
(Oficina Central)



Lina María Alzate
Directora de Desarrollo
(Oficina Central)



Model of Due Diligence Management

4. Reporting Mechanisms Coexistence Committee

The Coexistence Committee has a form in place for employees to report any type of harassment:

Types of Harassment:

- Workplace Abuse
- Verbal Abuse
- Workplace Persecution
- Workplace Discrimination
- Workplace Hindrance
- Lack of Workplace Protection
- Sexual Harassment

COMITÉ DE CONVIVENCIA LABORAL
REGISTRO DE QUEJA

| | |
|---|--|
| FECHA | |
| EMPRESA (EMPLEADOR) | |
| SIDE | |
| NOMBRE EMPLEADO(A) (que interpone denuncia) | |
| CARGO EMPLEADO(A) (que interpone denuncia) | |
| TIPO DE ACOSO QUE DENUNCIA | |
| NOMBRE DEL SUPUESTO INVOLUCRADO | |
| CARGO SUPUESTO INVOLUCRADO | |
| DETALLE DE LA QUEJA | |
| REVISIÓN COMITÉ | |
| PLAN DE ACCIÓN | |
| ACCIÓN DE CIERRE | |
| FECHA DE CIERRE | |

F-1664/11-2019


La compañía le informa que su queja o denuncia se gestionará bajo un ámbito de respeto, imparcialidad, flexibilidad, tolerancia, neutralidad, serenidad, ética y total confidencialidad en el manejo de información y que las instancias definidas para atenderla buscarán con el mayor de los juicios y objetividad el cierre de la misma.



Model of Due Diligence Management

4. Reporting Mechanisms Coexistence Committee

The dissemination of information about the different types of harassment is part of Colombina's communication plan, along with accountability reporting on the Coexistence Committee's activities.




El día de hoy queremos recordarte:


Ser líder trae consigo importantes responsabilidades y entre ellas están el garantizar ambientes equitativos, inclusivos y libres de cualquier comportamiento de acoso laboral y sexual

Con tu ejemplo promueves e inspiras comportamientos que nos permiten mantener un ambiente organizacional justo y en el que todas las personas podemos hacer parte de él.

¡Contamos contigo!

Comunicados Corporativos | Nuevo blog: ¿Cómo reconocer el acoso sexual?



¿Sabías que en Colombia, entre 2008 y 2020, el 84% de las víctimas de acoso sexual fueron mujeres, mientras que el 16% fueron hombres?

Esta es una realidad que comienza de formas muy sutiles, como un chiste o comentario fuera de lugar, y puede desencadenar graves consecuencias de violencia sexual.

En Colombina tenemos cero tolerancia con este tipo de conductas, por eso te invitamos a leer nuestro nuevo blog y a fomentar entre todos y todas un ambiente laboral seguro y confiable.

#Tbt ¡El acoso, una realidad oculta!



#tbt

El acoso, un enemigo oculto

Identifica las señales de alerta para poner alto al acoso en los diferentes ambientes sociales, laborales o educativos.




En Colombina estamos convencidos de que todos podemos ser y hacer lo que nos propongamos.

- Tus habilidades no dependen de tu género, raza o cultura.
- Tu género no determina tus gustos o intereses.
- Nadie es inferior a razón de su edad o sus creencias.
- Estos rasgos no deben determinar nuestras oportunidades.

Por eso, la **inclusión** y la **equidad** son pilares esenciales en nuestro equipo.






¿Conoces nuestra Política de Relaciones Laborales y no Discriminación?

En Colombina creamos ambientes libres de discriminación, por eso, tenemos como política ofrecer a todos los equipos de trabajo:

| | | |
|---|--|---|
| <p>A. Un proceso de reclutamiento, selección, contratación, promoción y desarrollo fundamentado en los méritos, habilidades y competencias de las personas.</p> | <p>B. Igualdad de trato y oportunidades laborales que no discrimina por razón de edad, sexo, color, orientación sexual, identidad de género, información genética o cualquier otra razón.</p> | <p>C. Valoramos y reconocemos justamente el trabajo de cada persona, ofreciendo salarios y beneficios.</p> |
| <p>D. Contamos con horarios de trabajo justos para que haya un equilibrio con el tiempo familiar. Además, garantizamos un lugar de trabajo seguro y saludable.</p> | <p>E. Respetamos las leyes y normas sobre la legislación laboral vigentes en cada uno de los países, dando cumplimiento a los requisitos.</p> | |

¡En Colombina establecemos y mantenemos relaciones positivas y armónicas!

Conoce más en el Código de Conducta Responsable




#tbt

¿Ya conoces los tipos de acoso sexual?

No permitas que te incomoden con acciones que atenten contra tu dignidad, integridad física, emocional y psicológica.

Ten presente esta información aquí




Model of Due Diligence Management

Corporate Equity and Inclusion Committee



**Luis Eugenio
Cucalón Herrera**

Vicepresidente de Gestión Humana
Alta dirección



**Miyerlandy
Lozada Guerrero**

Directora administrativa de Gestión Humana
Administración de Gestión Humana



**Isabella
Henao Vallejo**

Directora de comunicaciones
Comunicaciones



**Carolina
Echeverry**

Jefa de Selección
Selección



**Lina María
Alzate**

Directora de Capacitación y Desarrollo
Capacitación y Desarrollo
lalzate@colombina.com



**Mauricio
López Orozco**

Director Gestión Humana Planta La Paila
Gestión Humana
mlopez@colombina.com



**Jaime Eduardo
Ayalde Navia**

Jefe de Gestión Humana Planta Conservas
Gestión Humana
jayalde@colombina.com

****Coordinadora del Comité de Equidad de Género:** Miyerlandy Lozada, Directora Administrativa de Gestión Humana // ****Representante de la Gerencia:** Luis Eugenio Cucalón

Model of Due Diligence Management

Satellite Equity and Inclusion Committee



Yolanda Torres

Directora de Gestión Humana
Planta Colcauca



Jaime Eduardo Ayalde

Jefe de Gestión Humana
Planta Conservas



Mauricio López

Director de Gestión Humana
Planta La Paia



John Jairo Caicedo

Presidente del Sindicato
Nacional de trabajadores
Sintracolombina



Dagoberto Lasso

Presidente de la Subdirectiva
de Colcauca del Sindicato
Nacional de Trabajadores
Sintracolombina



María Fernanda Posú

Secretaria General de la Junta
Nacional del Sindicato de
Trabajadores
Sintracolombina



Eliceo Castro

Presidente de la Subdirectiva
de Conservas del Sindicato
Nacional de trabajadores
Sintracolombina



Ana María Portocarrero

Comisión Reclamos del Sindicato
Nacional de Trabajadores
Sintracolombina



Model of Due Diligence Management

Accountability

- Annually, the company releases its Sustainability Report, which outlines the efforts undertaken in Human Rights and its 6 sustainable management priorities. To date, 12 reports have been published.
- We participate in the UN Global Compact by submitting our COP (Communication on Progress).
- We have a sustainability webpage: https://colombina.com/co_es/gestion-de-sostenibilidad where the company's sustainability initiatives and actions can be found.
- The information presented in the sustainability report and on the webpage is guided by the GRI indicators and the Sustainability Corporate Assessment of S&P Global.

