



Sustainability

Policy

Objective

This policy provides guidelines to the Company and offers guidelines to the subsidiaries so that their corporate strategy implements and considers environmental, social, economic, and corporate governance issues in their decision-making.

Scope

This policy applies to the Retail Business, Éxito Industrias, LTSA, and Transacciones Energéticas S.A.S. and offers guidelines to the company's complementary businesses.

Definitions

- **Climate Change:** “Means a climate change attributed directly or indirectly to human activity that alters the composition of the global atmosphere and that is in addition to natural climate variability observed over comparable periods.”
- **Direct purchase:** Purchases made from suppliers that produce at least one of the goods purchased by the company. As far as possible, priority will be given to small farmers and micro and small enterprises.
- **Local purchase:** Purchase of products from domestic suppliers.
- **Chronic malnutrition:** “Chronic malnutrition or stunting is a multi-causal condition that alters the physical and cognitive development of children in their first 5 years of life, with irreversible effects” Fundación Éxito, 2015
- **Gender Equality:** “Is defined as fairness in the treatment received by women and men according to their respective needs, either with equal treatment or with differentiated treatment but considered equivalent in terms of rights, benefits, obligations, and possibilities.”

- **Corporate Governance:** “It is the set of rules, principles, and procedures that regulate the structure and operation of a company's governing bodies. Specifically, it establishes the relationships between the board of directors, the board of directors, the shareholders, and the rest of the stakeholders, and stipulates the rules governing the Company's decision-making process for the generation of value”.
- **Stakeholders:** These are all those persons or groups of persons who have an interest in the Company or could be impacted by the development of its business activity. Likewise, Stakeholders are those who, without having a direct interest in the Company, may affect the fulfillment of its objectives. Therefore, these are groups of people who may have an impact on the sustainability of the Company. Stakeholders include, among others, shareholders, investors, directors, managers, employees, suppliers, contractors, customers, opinion leaders, and the community in general.
- **Sustainable Development Goals:** The Sustainable Development Goals, SDGs, are the basic principles that mark the 2030 agenda by proposing goals to end poverty, protect the planet, and ensure that everyone enjoys peace and prosperity. These principles establish global goals, targets, and indicators adopted by 195 Member States of the United Nations to achieve a world without poverty in which the environment is protected and all people enjoy peace and prosperity.
- **Communities:** Individuals and groups, natural or legal, who live and work in the areas where the Company has operations.

Policy

Overview:

In Grupo Éxito, we are moved by the dream of a country of solidarity, responsibility, transparency, and lasting relationships in which we take care of each other and the planet. We want to contribute to Colombia's growth and well-being. In this sense, the company recognizes the social and environmental impact of its operations in the communities where it operates and its responsibility to contribute to a more prosperous country.

Our commitment to sustainability is not just a part of our vision but a fundamental aspect of our corporate strategy. One of the five pillars that form our corporate strategy, ' Our people and sustainability, ' is dedicated to setting objectives and guidelines that ensure a sustainable impact of our operations on our stakeholders, customers, employees, suppliers, communities, and the environment.

The sustainability policy listed below is framed within the global sustainable development agenda - defined in the Sustainable Development Goals, the United Nations Global Compact. It also obeys to 6 challenges declared by the company, which are managed and monitored integrally with the company's actions.



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Pilar	Purpose	Strategic focuses	SDG
<p>Zero Malnutrición</p>	Working towards the eradication of chronic child malnutrition in Colombia by the year 2030.	<p>Communicate and raise awareness.</p> <p>Generate resources and alliances.</p> <p>Generate and disseminate knowledge.</p> <p>Influencing public policy.</p>	
<p>Sustainable Trade</p>	Generate relationships of value and trust with allies and suppliers by promoting sustainable practices such as local and direct purchasing, support to vulnerable sectors and communities, and creating training and support programs that contribute to their growth.	<p>Promote sustainable supply chains, promoting fair labor practices, and safe working conditions.</p> <p>Develop and strengthen our partners and suppliers' knowledge of socially and environmentally sustainable practices.</p> <p>Encourage and maintain local and direct purchasing.</p> <p>Promote sustainable consumption patterns among our customers through education and awareness campaigns.</p>	

<p>My Planet</p>	<p>Maximize the positive impact on the environment and work to reduce, mitigate and compensate the negative impacts of the operation on the environment, as well as contribute to the generation of environmental awareness in the different stakeholders.</p>	<p>Carry out actions in favor of climate change management, using renewable energy sources, and the adoption of more efficient technologies.</p> <p>Promote efficiency and enable the circular economy of packaging, particularly plastic.</p> <p>Lead initiatives to promote sustainable mobility for our customers, employees, and suppliers in our operations.</p> <p>Real estate management with sustainability standards.</p> <p>Contribute to the protection of biodiversity, together with suppliers, promoting deforestation-free supply chains and encouraging products to be manufactured in an environmentally responsible manner.</p> <p>Educate and mobilize stakeholders towards environmental protection.</p>	
<p>Healthy Lifestyles</p>	<p>Mobilize customers, employees, and suppliers toward healthier and more balanced lifestyles through a portfolio of products and services that allow them to generate healthy lifestyle habits.</p>	<p>Promote healthy lifestyle habits that enable mental, emotional, social, physical, and nutritional balance in our stakeholders.</p> <p>Educate customers, employees, and suppliers about a healthy lifestyle.</p> <p>To market products and services that encourage healthy lifestyles</p>	
<p>The success of Grupo Exito is in its people</p>	<p>To be attractive, diverse, and inclusive, promoting diversity and inclusion and social dialogue.</p>	<p>Promoting social dialogue</p> <p>To develop our people in being, knowing, and doing.</p> <p>Be attractive, diverse, and inclusive.</p> <p>Promote gender equity.</p> <p>Working for the Dignified Life of our employees</p>	
<p>Governance & Integrity</p>	<p>To build trust with stakeholders within the framework of integrated performance, under high standards of corporate governance, ethics, transparency, respect for human rights, and equal opportunities.</p>	<p>Exercise the role of corporate citizens, deepening ties with the communities.</p> <p>Promote best practices in corporate governance.</p> <p>Promote and communicate commitments related to respect for human rights.</p> <p>Promote standards of ethics and transparency for the different stakeholders.</p> <p>Facilitate diverse and inclusive environments for our stakeholders.</p> <p>Ensure building trust with our Stakeholders and promote consistent communication and relationships.</p> <p>Collaborate with stakeholders to understand their expectations and incorporate them into our decision-making processes.</p>	

Sustainability Goals

The company is committed to establishing clear and measurable sustainability goals aligned with the sustainability strategy and allowing progress to be tracked over time. Targets are reviewed and updated periodically to ensure their relevance and efficiency.

Transparency and accountability

The company is committed to transparency and regularly updates its sustainability performance and initiatives. Likewise, it engages with stakeholders to enable them to provide their comments or concerns and ensures that sustainability reports are accurate and reliable.

It is responsible for annually presenting a strategic plan to the Board of Directors.

Transparency and accountability

The company's sustainability management will be in charge of energizing the sustainability management model, coordinating periodic meetings that allow for the follow-up of the previously described challenges, facilitating decision-making, and implementing and following up on initiatives.

Grupo Éxito recognizes that sustainability challenges are complex and require an integral vision. To develop and apply sustainable solutions, we seek the collaboration of stakeholders, including shareholders, investors, employees, suppliers, customers, and the community.

Continues improvement

The company recognizes the importance of continuous improvement; for this reason, the Sustainability Policy is updated annually and strategically reviewed every two years following the Stakeholder consultation reflected in the materiality analysis, thus ensuring that the objectives and goals set remain relevant and effective over time.

Related Documents

Environmental Policy

- Climate Change Policy
- Packaging Policy
- Sustainable Livestock Statement
- Zero Deforestation Agreement for the Meat Chain
- TFA Oil Palm Voluntary Agreement

Human Rights Policy

- Ethical Charter

Nutrition Policy

- Real Estate Sustainability Policy
- Animal welfare policy of the poultry business
- Policy related to Genetically Modified Organisms
- Diversity and Inclusion Policy