

1. OBJECTIVE

Establish and communicate the company's commitments, related to the respect and guarantee of human rights for each of its actions in Colombia.

2. SCOPE

This policy applies to the Company's operation in Colombia. Subsidiaries in Colombia have the duty to promote respect for human rights in the development of their corporate purpose and their economic activity.

The declarations and commitments expressed in this policy constitute a guideline of conduct for all directors, administrators, collaborators, interns and trainees, allies, contractors, advisors and suppliers of the company, who must promote respect for the manifestations of human rights described herein in the development of their role and functions.

3. DEFINITIONS

- **Global Compact:** is an initiative that promotes the commitment of the private sector, public sector and civil society to align their strategies and operations with ten universally accepted principles in four thematic areas: Human Rights, Labor Standards, Environment and the Fight against Corruption, as well as contribute to the achievement of the Sustainable Development Goals (SDGs).
- **Sustainable Development Goals:** The Sustainable Development Goals, SDGs, are the basic principles that mark the 2030 agenda, proposing goals to end poverty, protect the planet and ensure that all people enjoy peace and prosperity. These principles establish global goals, targets and indicators that were adopted by 195 Member States of the United Nations in order to achieve a world without poverty, in which the environment is protected and where all people enjoy peace and a prosperous life.
- **Community:** Individuals and groups, natural or legal, who live and work in the areas where the company operates.

4. POLICIES

4.1. General:

Grupo Éxito is a company committed to sustainability; in each of its actions, it works so that its activities leverage the country's growth within a framework of good corporate governance, transparency, equity, respecting human dignity, strengthening institutions and in accordance with legislation, considering the expectations of its stakeholders and acting in coherence with the principles of the Global Compact and international sustainability standards. such as the Sustainable Development Goals.

Inspired by the International Bill of Human Rights (composed of the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights), the guidelines of the Organization for Economic Cooperation and Development (OECD) in the perspective of multinational corporations and the fundamental principles and rights set out in the declaration of the International Organization of Economic Cooperation and Development (OECD) Labor and the United

Nations (UN) Guiding Principles on Human and Business Rights; In accordance with the Political Constitution of Colombia, Almacenes Éxito S.A. supports and respects the protection of human rights, labor rights, freedom of association and collective bargaining in its operation in Colombia.

4.2. Commitments:

Below are the statements that reflect Grupo Éxito's commitment and interest in respecting human rights towards stakeholders potentially influenced by the company's operations, such as employees, suppliers, customers and communities.

4.2.1. In relation to employees

In accordance with the definitions established in the Code of Ethics and Conduct, it is defined that the company assumes as one of its main responsibilities as an employer, respect for the Human Rights of its employees.

In this regard, the company makes the following commitments:

- It recognizes the right of employees to freedom of association and collective bargaining and respects the legal and conventional procedures established by Colombian law for this purpose, as well as the spaces established for the discussion of work-related matters.
- It does not participate in any form of forced labor, servitude, or human trafficking. The employment relationship between the Company and its employees is duly regulated within the limits established by law.
- It rejects child labor. In addition, it complies with the legal limits for the minimum age of work and the procedures established by law for the recruitment of minors within the framework of apprenticeship processes.
- It rejects all forms of discrimination for any reason and promotes the exchange of views and ideas in a respectful and constructive manner.
- Promotes health and safety at work; provides the training and protective equipment legally required for the safe exercise of work, provides and involves employees in related activities.
- You are a responsible employer; respects the rules established in the regulations in force in Colombia regarding the maximum working day, rest periods, living wage, paid leave and formal employment.
- It treats all its employees fairly and under equitable conditions; It has the mechanisms in place to protect you from workplace and sexual harassment in any of its manifestations and is respectful of your privacy in accordance with the internal policies and procedures for the protection of your personal information.
- The company recognizes the importance of equal pay for employees whose positions and responsibilities are similar, regardless of gender, race, religion, and sexual orientation.
- It promotes equal opportunities for women at all levels of the organization; it encourages and respects their participation in decision-making and ensures that they have the right to a safe and healthy work environment.

4.2.2. In relation to the community

- The hiring of third parties who provide security services is carried out based on their suitability, after verification of their background within the framework of good faith and due diligence.
- The company clearly defines the functions of its own and third-party security personnel, who, if external, are trained by the provider in compliance with applicable regulations regarding human rights and the limits of the use of force.
- The company is respectful of the property rights that third parties have over the real estate that it will negotiate, defending its legitimate interests, for the development of its activity.
- When the security forces provide security services to the company, the latter informs it by any means at its disposal, of its commitment to respect for human rights.
- The company keeps a record of security incidents that compromise human rights and investigates them according to the procedure defined for the adoption of the corresponding corrective and preventive measures.

4.2.3. In relation to customers

- The company has procedures aimed at ensuring the quality of its own brand products and thus preventing the impact on human rights such as the life and health of its customers, in compliance with the regulations and standards of the industry.
- The company provides different channels through which it guarantees effective communication with customers: customer service email from each of the retail brands, call center lines, social networks, service lines that allow customers to communicate any concern that they consider should be known by the company and have a formal response.
- The company promotes accessible environments, seeking respect, inclusion and empathy for diverse abilities.

4.2.4. In relation to suppliers

- In accordance with the provisions of the Code of Ethics and Conduct and the Supplier Ethical Charter, the company reaffirms its commitment to promote responsible trade in its supply chain, and invites the signatory suppliers to respect the human and labor rights of their employees, maintaining a work environment that guarantees their health and safety at work. In addition, it invites the company's suppliers to extend the commitment to their own supply chains.
- The company, through the Ethical Charter aimed at commercial suppliers, goods and services, real estate partners and suppliers in the textile industry, promotes commitment and respect for human rights in its supply chain.

5. RELATED DOCUMENTS

This policy is supplemented by other documents, described below:

- Sustainability Policy
- Code of Ethics and Conduct
- Environmental Policy
- Occupational Health and Safety Policy
- Diversity and inclusion policy
- General policy on the prevention and control of money laundering and terrorist financing
- Corporate Governance Code