

# Human Rights Declaration

## Human Rights Declaration

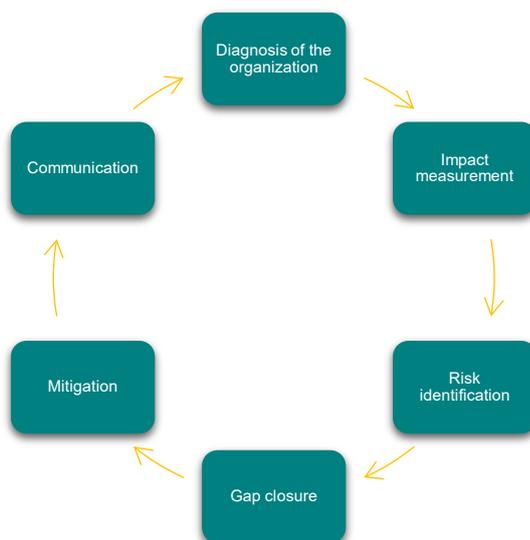
Almacenes Éxito S.A is a company committed to sustainability; in each of its actions, it works so that its activities leverage the growth of the country within a framework of good corporate governance, transparency, equity, strengthening institutions and respecting legislation, considering the expectations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

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 enterprises and the fundamental principles and rights established in the declaration of the International Labor Organization and the guiding principles of the United Nations (UN) on Human Rights and business and the Political Constitution of Colombia, Almacenes Éxito S. A supports and respects the protection of human rights, labour rights, freedom of association and collective bargaining in its operations in Colombia.

In the following link is published the Human Rights Policy of Grupo Éxito:

<https://www.grupoexito.com.co/es/Human-Rights-Policy-ENG.pdf>

## Due diligence process



To conduct the due diligence, a methodology developed by LH Law & Consulting was implemented, taking as a starting point, among others, the Human Rights Compliance Assessment Tool (HRCA) of the Danish Institute for Human Rights, the Corporate Human Rights Benchmark Methodology, and the UN Guiding Principles Reporting Framework of Shift.

Our process consists of six stages, described below:

### 1. Diagnosis of the organisation

A general survey of the Company is conducted to verify the status of processes related to human rights management.

Procedures to be reviewed include diversity and inclusion, quality and safety, environmental management, sustainable supplier development, compliance (data protection), sustainability, and human resources, among others.

## 2. Impact measurement

The positive or negative impact that the company has on its operations, supply chain and processes related to human rights management is verified.

- Labor relations
- Diversity and inclusion
- Labor welfare
- Occupational health and safety - industrial safety
- Compliance
- Physical safety
- Environmental management
- Sustainability

To validate the impact, interviews and surveys were conducted with the stakeholders that could be impacted. For the exercise carried out during 2021, these groups were customers and employees.

## 3. Risk identification

In this stage, the risks associated with human rights management in the Company are identified and updated, both risks derived from the Company's own operation and those obtained through links in our supply chain.

This review must be carried out every two years or earlier if an extraordinary situation arises.

The following risks were identified in the due diligence performed during 2021:

#### Risks: impact on the organisation

As a result of this measurement, risks were identified, such as deterioration of labour relations, failures in the data protection program, health rights, discrimination, harassment, among others.

#### Risks: due to supply chain linkage

Some of the risks identified in this category are framed within the social and environmental risks inherent to the supply chain.

### 4. Gap closure

Once the findings have been identified during the previous stages, action plans are created to mitigate or remedy the identified risks.

### 5. Mitigation

#### Risks: impact on the organisation

To mitigate each of the risks identified in our operation, the company monitors the occurrence of materialisation of each one through the areas in charge of implementing each process internally.

### Risks: due to supply chain linkage

To mitigate some of the risks identified in our supply chain, since 2015, the Company has conducted comprehensive audits of all suppliers that produce our own brand, which evaluates quality, safety, social and environmental issues.

The social assessments review the following topics:

1. Organisational management
2. Diversity and inclusion
3. Forced and compulsory labour
4. Child Labor
5. Working hours and overtime
6. Remuneration
7. Disciplinary measures
8. Collective bargaining and grievance mechanisms
9. OHMS
10. Environment

By 2022, 251 own-brand suppliers were evaluated, and 56 new own-brand suppliers were assessed.

In this way, the Company promotes and verifies respect for human rights in its supply chain and, through the ethical charter, invites suppliers to extend this commitment to their own partners.

To learn more about the ethical charter, please visit:

<https://www.grupoexito.com.co/es/Ethics-Charter-2022-ENG.pdf>

The company will adopt specific actions in order to prevent, mitigate and remediate potential and actual impacts identified in its human rights impact assessment, and undertake steps to verify their effectiveness. For these actions, we will engage potentially affected stakeholders in order to adopt an adequate response strategy. The company will include a description of these actions and of human rights risk management in its yearly sustainability report in the Governance and Integrity Chapter.

## 6. Communication

Grupo Éxito uses the following communication channels according to the stakeholder group impacted to disseminate information related to respect for human rights.

### All stakeholders:

- Integrated Report: publication on Grupo Éxito's web page.
- Human Rights Statement (this document) published on Grupo Éxito's web page.

### Employees

- Billboards located in all the offices (corporate and operation): physical distribution, permanent location
- AIDetalle Magazine: physical and digital distribution.
- Corporate information e-mail: Boletín Te conecta
- Training on discrimination and harassment in the workplace: La Puerta Abierta Podcast (3,957 employees impacted) and the Healthy Coexistence training program (2,591 learning hours ).

## Suppliers

- Corporate website: <https://www.grupoexito.com.co/es/proveedores>
- Newsletter Nos Acerca: Physical and digital distribution