



Occupational Health and Safety Policy

Objective

The objective of this policy is to define and implement the strategy of Safety and Health at Work, guaranteeing the protection and promotion of health and the prevention of accidents and occupational diseases within Almacenes Éxito S.A.; this, under the national and international legal regulations in force, applicable to Safety and Health at Work. We want to assure you that we are fully committed to complying with all legal regulations, which are designed to ensure your safety and well-being at work.

Scope

-  This policy applies to all employees of Almacenes Éxito S.A. and all its stakeholders.
-  Senior management assigns financial and technological resources and the necessary human talent to comply with this policy, ensuring that the actions of safety and health at work are aligned with corporate values. Likewise, in 2026, the modification of the OHS Policy was presented and approved by the Human Resources Manager.
-  Ensure adequate communication, dissemination, and consultation of all employees, encouraging the active participation of the OHS Joint Committee and the Labor Coexistence Committee.
-  The policy will be reviewed at least once a year and updated according to the changes and dynamics of the organization that affect the performance of its management in Occupational Safety and Health; such update is made considering the participation of workers through the reports established in the SG-OHS, participation in the IPVER matrices, reporting of health conditions, acts, and unsafe conditions.

Definitios

- 🧐 **SG-OHS:** Occupational Health and Safety Management System.
- 🧐 **Interest groups:** Refers to all employees of the company, suppliers, third parties linked through outsourcing or labor intermediation, customers, visitors, and the public.

Policy

The company considers that no job is urgent enough to omit the required prevention measures and procedures in its development. In the search to fulfill our higher purpose: "To Nourish Colombia with opportunities," the Occupational Health & Safety process accompanies the stakeholders in the integral development of their different dimensions: physical, mental, social, and spiritual, through the prioritization of 3 principles:

- 🧐 **Recognition Principle:** Aimed at identifying hazards, evaluating, assessing risks, and defining controls based on technical concepts and complying with the legal guidelines of our Country.
- 🧐 **Construction Principle:** Develop strategies to accompany stakeholders in making them aware of the prevention and protection of their health and safety. The set of such strategies is what we know as the OSH Management System. Live your health, live your safety.
- 🧐 **Principle of Progress:** It drives us to take on the challenges, changes, and needs that arise for the continuous improvement of our OSH Management System. Live your health, live your safety.

To ensure compliance with the policy, establish the prioritization of principles, and define strategies to accompany stakeholders, the company is committed to establishing clear and measurable quantitative objectives that are aligned with the sustainability strategy and allow for monitoring progress over time. The goals are reviewed and updated periodically to ensure their relevance and efficiency.

Related Documents

[Occupational Health and Safety Model](#)

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Almacenes Éxito S.A