

Sustainability Policy Grupo Éxito

2016 - 2020

Grupo Éxito is a company committed to sustainability; in each of our actions we work towards that our activities leverage the growth of the country, within a framework of good corporate governance, transparency, equity, strengthening the institutions and respecting the legislation, considering the expectations of our stakeholders and acting in coherence with the principles of the Global Compact and global standards of sustainability.

1. Guiding principles

Grupo Éxito adhered in 2011 to the initiative of the United Nations Global Compact adopting the ten principles of conduct and action promoted by the institution:

Human Rights:

1. Support and respect the protection of internationally proclaimed human rights.
2. Make sure that they are not complicit in human rights abuses.

Labour Standards:

3. The freedom of association and the effective recognition of the right to collective bargaining.
4. The elimination of all forms of forced and compulsory labour.
5. The effective abolition of child labour.
6. The elimination of discrimination in employment and occupation.

Environment

7. Support a precautionary approach to environmental challenges.
8. Undertake initiatives to promote environmental responsibility.
9. Encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption

10. Work against corruption in all its forms, including extortion and bribery.

2. Definition:

Grupo Éxito promotes sustainability through initiatives that generate value for the purpose of contributing to economic growth, social development and environmental protection in Colombia. We do this through five challenges: managing Gen Zero strategy (zero generation with chronic malnutrition in 2030), promoting sustainable trade, reducing our impact on the environment, encouraging healthy living and the success of Grupo Éxito is in their people.

3. Challenges:

1. Managing the strategy of Gen Cero	<p>Purpose:</p> <ul style="list-style-type: none"> • Work to eradicate chronic malnutrition in Colombia in 2030. <p>Strategic focuses:</p> <ul style="list-style-type: none"> • Communication and awareness. • Generation of alliances and resources. • Generation and dissemination of knowledge. • Impact on public policy.
2. Promoting sustainable trade	<p>Purpose:</p> <ul style="list-style-type: none"> • Build valuable relationships and trust with our business partners through direct local purchase, promotion of sustainable practices and support programs that contribute to its growth. <p>Strategic focuses:</p> <ul style="list-style-type: none"> • Develop our partners and suppliers. • Direct and local trade (fresh). • Sustainable audits.
3. Reducing our impact on the environment	<p>Purpose:</p> <ul style="list-style-type: none"> • Work to mitigate and offset the impact of our operations on the environment and contribute to the generation of environmental awareness among our stakeholders. <p>Strategic focuses:</p> <ul style="list-style-type: none"> • Sustainable construction. • Measurement and mitigation of the carbon footprint. • Resource efficiency. • Solid waste management and recycling. • Consumer education. • Reduction of material.
4. Encouraging a healthy lifestyle	<p>Purpose:</p> <ul style="list-style-type: none"> • Provide our customers and employees a portfolio of products and services that enable them to generate healthy lifestyles and work together with our suppliers to achieve it. <p>Strategic focuses:</p> <ul style="list-style-type: none"> • Promote sport and physical activity. • Awareness customers, suppliers and employees. • Marketing of healthy alternatives.
5. The success of Grupo Éxito is in their people	<p>Purpose:</p> <ul style="list-style-type: none"> • We promote an attractive and inclusive work environment in which members of the Company can develop personally and

professionally, mobilizing towards achieving organizational goals and generating commitment and pride in each.

Strategic focuses:

- We encourage social dialogue.
- We develop our people in being and doing.
- We are attractive, diverse and inclusive.

4. Responsible communication:

Understanding the importance of this information for the different stakeholders, Grupo Éxito will present in a timely and public way the reports of the sustainable management, in a transparent way and with communication channels that allows the feedback of the stakeholders.

5. Considerations:

- a. This Sustainability Policy applies to all businesses and subsidiaries of Grupo Éxito in Colombia.
- b. The policy must be reviewed at least every 5 years strategically and in accordance with the materiality analysis to determine its relevance to the organizational strategy.
- c. The members Sustainability Committee of the Board of Directors must approve changes to the policy.
- d. Each year, an annual strategic plan should be prepared that will allow, through projects and indicators, to materialize the purposes contained in the policy.