

# HUMAN RIGHTS CORPORATE POLICY

## Corporate Policy

### OBJECTIVE

Establish principles, guidelines and responsibilities for Pantaleon Group regarding human rights as part of its ethical and corporate compliance commitments in the countries we operate.

### PURPOSE

The purpose of this policy is to establish and develop the corporate commitment to respect internationally recognized human rights throughout the value chain.

### IMPLICATIONS

- Pantaleon Group business units must assume the commitment to respect legally recognized human rights in accordance with the local and international legislation where they operate.
- Pantaleon Group business units are committed to identify, prevent and mitigate the unfavorable effects on human rights.
- Pantaleon Group business units shall take the necessary proactive measures to ensure respect for human rights in labor matters, mainly the rights of equality, child labor, minimum age for admission to employment, forced bonded or compulsory labor, freedom of association and collective bargaining, health and safety, elimination of inhuman or degrading treatment and harassment, and maternity protection.
- Pantaleon Group business units must ensure and enforce the non-existence of forced or compulsory labor, inhuman or degrading treatment, harassment, human trafficking and any other practice that could be considered modern slavery.
- Pantaleon Group business units are prohibited from hiring minors, engaging in practices that could be considered forced, servile or compulsory labor and those that could limit freedom of association or collective bargaining.
- Pantaleon Group business units must ensure respect for the human rights of the community (indigenous and tribal peoples) and the protection of the environment in accordance with local and international legislation if applicable.
- The senior management of each Pantaleon Group business unit must create policies, programs, procedures or standards that seek to mitigate the impact of their activities in the communities where they operate.
- The senior management of each Pantaleon Group business unit is responsible for conducting due diligence on Third Parties to verify that they comply with the standards and commitments defined in human rights.
- The senior management of each Pantaleon Group business unit shall train their personnel in human rights to prevent any activity or omission adverse to human rights.