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Approved by: CEO

## CORPORATE HUMAN RIGHTS POLICY

### 1. Purpose

The policy establishes Alicorp S.A.A. and its subsidiaries' commitment to respecting and promoting internationally and nationally recognized human and labor rights. It also defines the overarching commitments that guide the Company's conduct.

### 2. Scope

This policy applies to all processes of Alicorp S.A.A., its subsidiaries, and all jurisdictions in which it operates, hereinafter referred to as "the Company".

### 3. References

#### International agreements:

- International Labor Organization (ILO) Convention N° 111 concerning Discrimination (employment and occupation), ratified by Peru on August 10,1970.
- Women's Empowerment Principles.
- International Covenant on Economic, Social and Cultural Rights.
- International Covenant on Civil and Political Rights.
- Convention on the Rights of Persons with Disabilities.
- International Convention on the Elimination of All Forms of Racial Discrimination.
- Convention on the Elimination of All Forms of Discrimination Against Women.
- International Convention on the Protection of the Rights of All Migrant Workers and Their Families.

#### National Legislation on Human Rights:

- Political Constitution of Peru.
- Supreme Decree N°. 009-2021-JUS- National Action Plan on Business and Human Rights 2021-2025.
- Law N°27942, Law on the Prevention and Punishment of Sexual Harassment, amended by Law N.°29430.
- Law N°28983, Law on Equal Opportunities for Women and Men.
- Law N°29783, Law on Occupational Safety and Health.
- Law N°28806, Law on General Labor Inspection.
- Law N°30364, Law to Prevent, Punish, and Eradicate Violence Against Women and Family Members.
- Supreme Decree N° 002-2018-JUS, which approves the National Human Rights Plan 2018-2021.
- Supreme Decree N° 019-2006-TR, which approves the Regulations of Law N°28806, Law on General Labor Inspection.

- Supreme Decree N°009-2016-MIMP, which approves the Regulations of Law N°30364, Law on Violence Against Women and Family Members.
- Supreme Decree N°010-2003-MIMDES, which approves the Regulations of Law N°27942, Law on Sexual Harassment Prevention and Sanction.
- Supreme Decree N°003-97-TR, which approves the Consolidated Text of Legislative Decree N.º 728, Law on Labor Productivity and Competitiveness.
- Supreme Decree N°008-2016-MIMP, National Plan Against Gender-Based Violence 2016-2021.

While the Company is not a signatory to the UN Global Compact, it is committed to aligning its practices with the Compact's Ten Principles.

#### 4. Policy statement

At the Company, we act responsibly by respecting human rights as stipulated in applicable laws, the Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights, and the United Nations Global Compact Principles, with a strong commitment to their fulfillment.

Additionally, we align with the National Action Plan on Business and Human Rights 2021-2025, approved by Supreme Decree N° 009-2021-JUS, which aims to ensure that public and private enterprises respect human rights within their spheres of influence.

#### 5. Definitions

**Human trafficking:** The recruitment, transport, transfer, harboring, or receipt of a person by such means as threat or use of force or other forms of coercion, abduction, fraud, or deception for the purpose of exploitation.

**Forced labor:** All work or service exacted from any person under threat of a penalty (psychological, physical or material) which the individual did not voluntarily agree to.

**Child labor:** Work that deprives children of their childhood, potential, and dignity, and harms their physical and mental development. This includes work that is mentally, physically, socially, or morally dangerous and harmful to children; and/or that interferes with their schooling by depriving them of the opportunity to attend school; requiring them to leave school prematurely; or forcing them to attempt to combine school attendance with excessively long and heavy work.

**Freedom of association:** The right of workers and employers to form and join organizations of their own choosing.

**Right to collective bargaining:** The workers' right to negotiate freely with employers, an essential aspect of trade union freedom. Collective bargaining is a voluntary process through which employers and workers discuss and negotiate their relationships, particularly terms and conditions of employment.

**Equal pay:** Relates to the principle of equal remuneration for men and women for work of equal value.

**Right to non-discrimination:** The principle of non-discrimination seeks to guarantee that human rights are exercised without discrimination of any kind based on race, color, sex, language, religion, political or other opinion, national or social origin, property, birth or other status such as disability, age, marital and family status, sexual orientation and gender identity, health status, place of residence, or economic and social situation.

## 6. Commitments

- **Equal opportunity and respect**

We provide our employees with an environment of respect, trust and equality where all individuals can pursue both personal and professional growth.

We are committed to acting against any situation that may lead to discrimination based on race, ethnicity, religion, nationality, sex, sexual orientation, disability or other categories established by applicable regulations.

In accordance with current legislation and our compensation policy, we uphold the right to equal pay for equal work and ensure fair, adequate remuneration that supports a decent standard of living.

- **Forced labor and human trafficking**

In line with our values and ethical commitments, we guarantee employment is freely chosen, and we reject labor exploitation, child labor and forced labor. We do not engage in or support businesses that promote practices contrary to human rights.

- **Collective bargaining**

We respect employees' rights to freedom of association and collective bargaining within the legal framework and applicable regulations.

- **Safe and healthy workplace**

We promote a culture of prevention among all our employees to protect their physical integrity and provide a safe, healthy work environment. We comply with all occupational health and safety laws and regulations applicable to our operations.

- **Sector collaboration**

We work with industry organizations to promote food security and social and environmental sustainability.

Additionally, we take an active role in addressing human rights issues through collaborative initiatives that raise awareness among the business community and other relevant stakeholders.

## 7. Policy review and monitoring

The Company is committed to the continuous improvement of this Policy and all related sustainability management documents through regular reviews and updates. To ensure effective implementation, we establish key performance indicators and measurable targets aligned with our strategic objectives and material human rights issues. Progress is systematically monitored, and we ensure transparent and timely reporting on performance to stakeholders.

## 8. Policy communication and implementation

This Policy is publicly available on our corporate website and communicated to all employees and relevant stakeholders.