



# Responsible Sourcing Policy

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## Purpose

Our Responsible Sourcing Policy (RSP) defines the standards of conduct that all our suppliers are expected to meet in order to maximize their positive contributions to society and minimize any negative environmental and social impacts.

We are committed to fostering collaborative relationships with our stakeholders to jointly develop and strengthen value chains associated with the direct and indirect materials and services<sup>1</sup> we procure. Through this approach, we aim for our suppliers to actively engage with and adopt our commitment to responsible sourcing.

To support the effective implementation of this RSP, the following complementary documents are in place:

- Specific guidelines applicable to certain categories of direct and indirect materials and services.
- Implementation protocol detailing procedures for applying this RSP.

## Scope and application

This RSP applies to all our direct and indirect suppliers (including level 1 and level 2 or beyond)<sup>2</sup>, as well as their employees and representatives (hereinafter referred to as "suppliers"), who are expected to be aware of, communicate, and exercise due diligence in the implementation of the established guidelines.

## Guidelines

This Policy has been developed in alignment with our strategic planning, the expectations of our internal and external stakeholders, and applicable legislation. In line with our sustainable development model, our RSP addresses the following key areas:

- Welfare and Human Rights,
- Environmental Protection,
- Ethical Business Conduct and Good Governance.

Through this Policy, we endorse the core principles of the International Bill of Human Rights - including the Universal Declaration of Human Rights and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work- and we reject all forms of corruption. All suppliers are expected to adhere to and implement this policy.

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<sup>1</sup> Direct materials are understood to include all commodities, inputs, and packaging directly associated with product manufacturing; indirect materials refer to all supplies, spare parts, and other support items.

<sup>2</sup> Tier 1 suppliers are suppliers that directly supply goods, materials, or services to the company. Non-Tier 1 suppliers are those that provide their products and services to Tier 1 or lower suppliers.

# 1

## Welfare and Human Rights

At Alicorp we expect our suppliers to uphold our commitment to human rights by ensuring that their employment practices fully comply with all applicable laws and regulations in the countries where they operate.

We also promote the adoption of responsible labor practices and expect our suppliers to place particular emphasis on the following key areas:

**Non-discrimination and gender equity.** We are committed to maintaining workplaces free of harassment and discrimination. Suppliers must not discriminate in hiring, compensation, access to training, promotion, termination, or retirement based on race, color, sex, national origin, religion, age, disability, gender identity or expression, marital status, pregnancy, sexual orientation, political affiliation, or union membership. Suppliers are also expected to foster equitable working conditions and promote a culture of respect, trust and gender equity.

**Voluntary work.** Suppliers must not engage in or support the use of forced labor, including indentured, bonded, or prison labor. Any form of human trafficking, slavery, physical or psychological coercion, threats of violence, or withholding of identity documents is strictly prohibited.

**Minimum age of employment, child labor and young workers.** Suppliers must comply with all local and national laws regarding the minimum age for work and the prohibition of child labor. Employees under the age of 18 must not be engaged in hazardous work or night shifts that interfere with their education. Children aged 12 to 15 years may engage in agricultural, or livestock work on family property under the following conditions: their participation is voluntary and educational, they are supervised by an adult, the activity does not interfere with schooling, and it does not involve hazardous tasks. In all cases, the legal guardians of the minors who are working must authorize the child's participation in such activities.

**Prohibition of physical abuse.** The use or threat of physical punishment, harassment, verbal abuse, or any form of intimidation is strictly prohibited.

**Prohibition of sexual harassment.** All forms of unwanted or unwelcome physical or verbal sexual conduct are strictly prohibited, particularly when such conduct involves an abuse of power or position.

**Equitable wages, conditions, and benefits.** Suppliers must pay legally mandated wages and are provided with humane and dignified working conditions. Compensation and benefits must comply with all applicable local and national laws, as well as binding collective agreements.

**Freedom of association and collective bargaining.** Suppliers are expected to respect the right to freedom of association and collective bargaining of employees, in accordance with applicable local laws.

**Health and safety.** Suppliers must provide a safe and healthy work environment for their employees and comply with all relevant local health and safety regulations and best practices.

**Free, prior and informed consent.** We respect the legal and customary land rights of local communities, indigenous peoples and other vulnerable communities. When suppliers' activities may impact these communities' lands or natural resources, they must ensure that such communities are able to give or withhold their free, prior, and informed consent. Suppliers must be transparent in disclosing related contracts and agreements.

**Mechanisms for reporting practices are contrary to human rights.** At Alicorp we have the [Alicorp Ethics Line](#), a grievance mechanism aligned with the [Guiding Principles of Business and Human Rights](#). Suppliers are expected to inform their employees about this channel and ensure that any practices that violate this policy - including those affecting human rights defenders or vulnerable communities - are reported through the Alicorp Ethics Line.

# 2

## Environmental protection

In Alicorp we recognize our responsibility to protect the environment and expect our suppliers to uphold the same commitment. Accordingly, we promote the implementation of measures to reduce, mitigate or eliminate environmental impacts, through sound conservation and maintenance practices across suppliers' facilities and production processes.

As part of this commitment, we expect all Alicorp' suppliers to:

**Compliance with environmental laws and regulations.** Comply with applicable environmental laws and regulations in their country of operation, including those regarding the handling and use of hazardous materials; air, water, and soil emissions; wastewater; and waste management. Suppliers are also expected to implement comprehensive environmental prevention and management plans<sup>3</sup> in line with local regulations.

**Environmental permits.** Obtain and maintain all required environmental permits, licenses and registrations and comply with related operational and reporting requirements.

**Prohibited and hazardous substances.** Comply with all applicable laws and regulations governing the handling of hazardous substances as identified as such by official or scientifically validated sources.

**Sustainable practices.** We promote our suppliers to implement sustainable practices aimed at reducing greenhouse gas emissions, controlling polluting effluents and waste, monitoring and mitigating environmental and social impacts along the supply chain, and improve the efficiency of resources such as plastics and fertilizers.

**Sustainable agriculture.** We expect the implementation of sustainable agriculture practices, promoting the efficient use of resources, water stewardship, and the proper management of agrochemicals and their containers. It is recommended to establish programs aimed at reducing energy consumption, pollution, waste generation, and greenhouse gas emissions, as well as improving resource efficiency in sourcing and protecting biodiversity and soil health, while avoiding deforestation.

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<sup>3</sup> Such plans may include environmental risk assessments, objectives, operational controls, scheduled audits and mechanisms for continuous improvement.

**Areas of high conservation values and high carbon stocks.** It is mandatory for agricultural commodity suppliers to, in their operations: (i) identify, protect, and prevent expansion into areas of high conservation value (HCV) or high carbon stock (HCS), and their surrounding zones<sup>4</sup>; and (ii) avoid hunting, fishing, or harvesting of endangered or threatened species found within HCV areas.

**Agrochemicals.** Ensure the safe and responsible use of agrochemicals in all operations.

**Wetlands and peatlands.** Avoid agricultural activities that affect wetlands, fragile soils and peatlands of any depth. Where peatlands are present, apply best management to minimize impact.

**Deforestation and use of fire.** Avoid all deforestation practices and refrain from slash and burn activities for land clearing, except in clearly documented phytosanitary emergencies. Prior authorization from competent authorities is required in such cases.

**Good agricultural practices.** Comply with local legal obligations related to soil management, conservation and fertility, using the best available scientific and technical knowledge. Efficient use of water and energy. Promote water and energy efficiency through conservation techniques, clean processes and optimization in operations.

**Efficient use of water and energy.** Encourage the efficient use of energy and water. Implement energy- and water-saving techniques in operations. Promote processes, seek solutions, and develop environmentally friendly technologies that ensure the efficient use of both resources.

**Proper management of solid waste.** Ensure the proper handling, segregation, treatment and disposal of the solid, including hazardous and non-hazardous categories, in accordance with applicable legal requirements.

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<sup>4</sup> High Conservation Value (HCV) areas are those that possess one or more of the following attributes: concentrations of biodiversity values; large landscape-level ecosystems; forest areas within rare, threatened, or endangered ecosystems; forest areas that provide essential services; areas fundamental to meeting the basic needs of local communities; and forest areas critical to the cultural identity of local communities.

Likewise, High Carbon Stock (HCS) areas are those that have the capacity to store or emit carbon. This applies only to suppliers located near forested areas. It is recommended to carry out this identification and management following the HCS Approach (HCSA) methodology.

# 3

## Ethical Business and Good Governance

Zero tolerance for corruption, money laundering and the financing of terrorism. At Alicorp, we maintain a zero-tolerance policy toward any form of public or private corruption. Suppliers must not offer, promise, or give bribes or improper advantages to public officials or private sector executives, whether directly or through third parties. Suppliers are required to comply with our Corporate Policy for the Prevention of Fraud and Corruption, as well as with all applicable laws and regulations concerning corruption, money laundering and terrorist financing, conflict of interest management, gifts and hospitality, interactions with public officials, and political contributions.

**Conflict of interest management.** Suppliers must avoid any situation that may create an actual or perceived conflict of interest, this includes for example, negotiating directly with an Alicorp employee whose spouse (by marriage, cohabitation, or other form of common-law union), first, second, or third degree relative, or first and second degree relative of affinity, has a significant financial interest or holds a decision-making role (e.g., shareholder, partner, beneficiary) within the supplier's organization.

In the event of any potential conflict of interest related to any Alicorp employee, it must be disclosed to the company. Additionally, gifts or hospitality offered to our employees must comply with our Corporate Gifts and Hospitality Policy.

**Compliance with laws applicable to trade controls.** Suppliers are expected to comply with all applicable trade control regulations, including laws governing export, re-export, and import of goods and services in their country of operation.

**Accurate accounting records.** We expect our suppliers to transparently, honestly and accurately record and report their business transactions and comply with all local legislation in the country of operation.

**Insider trading.** Suppliers must not disclose, or misuse non-public information related to Alicorp, or its affiliates. The sharing or use of privileged information is strictly prohibited.

**Information security.** Suppliers are expected to protect the confidentiality of Alicorp's information and apply appropriate data protection measures in accordance with applicable privacy laws and regulations.

**Traceability.** We reserve the right to request full traceability of all ingredients and materials supplied, in order to verify their origin and assess potential environmental, social, and governance risks.

**Inclusion and support for suppliers:** We work collaboratively with our suppliers to support their compliance with this Policy. We also promote the inclusion and development of small and local suppliers within our supply chain.

**Free Competition.** Suppliers must conduct business in full compliance with the antitrust and competition laws and refrain from any practices that may constitute unfair competition.

**Grievance mechanism.** Suppliers must establish effective mechanisms and channels for suggestions, complaints, and grievances.

At Alicorp we ensure that both the Policy and the relevant documents are reviewed and updated on a constant basis.

## **Communication and deployment**

This Policy will be made available on our corporate website and communicated to all suppliers and stakeholders.

## **Reporting Channels**

Alicorp provides various communication channels for suppliers to report any illegal, unethical, or non-compliant conduct, including breaches of this Policy or misconduct by employees. These channels are:

<https://www.alicorp.com.pe/pe/es/contacto/>

<https://www.lineaeticaalicorp.com/>