



## HUMAN RIGHTS POLICY

The Colombina Business Group, faithful to its principles and values since its foundation, is committed to respect and promote human rights as a fundamental principle for the development of its operations, in line with the International Bill of Human Rights, The United Nations Global Compact and the OECD Standards of Business Conduct.

Colombina continuously advances a Due Diligence Process in accordance with the standards of the United Nations Guiding Principles as follows:

- Training of employees and suppliers in Human Rights.
- Inclusion of human rights risks in the business risk management system.
- Study of Human Rights Impacts conducted periodically.
- Strategy for prevention and mitigation of impacts, both directly and within the value chain.
- Communication and relationship strategy with its main stakeholders, including strengthening mechanisms for complaints and claims in human rights that are easily accessible to all.
- Periodic report on human rights risk management in the Sustainability report.

Colombina is committed to respecting the rights of all people and communities, with special emphasis on those that are most vulnerable, for which it assumes the commitment to take the necessary measures to prevent that, both for its own cause or because of its commercial relations and supply chain, risks associated with human trafficking, child labor or any form of modern slavery materialize.

All Colombina employees have the obligation to know and contribute to implement this Policy within their daily activities, reporting to the company any possible violation of it.

Likewise, as stated in its Supplier Policy, Colombina expects its business partners to act in the same way within the framework of respect for the entire spectrum of internationally recognized Human Rights, both related to its own employees, third parties, and stakeholders.