1. Objective

Establish and encourage a culture of empathy, respect and acceptance of difference throughout the company through legitimate inclusion, develop and promote people's talent regardless of their diversity, promote inclusive work environments, multiply inclusive leadership through open communication and provide equal opportunities based on merit, talent and performance.

2. Scope

This policy applies to the company and provides guidelines to subsidiaries.

The Human Resources Management is responsible for establishing the methodology, tools, monitoring, measurement and mechanisms necessary for adequate and efficient coordination.

3. Definitions

The company is convinced that in order to manage diversity and inclusion, it is necessary to design the best methodologies and implement good practices through permanent, constant and sustainable execution over time. This requires a strategy that allows people to permeate within the Company's structure at all organizational levels.

To achieve compliance with the policy, 2 work fronts are established: Gender Equity and More Diverse and Inclusive.

- Gender equity: The company believes in and is committed to gender equality as a strategy to foster more diverse teams that promote innovation and productivity by guaranteeing equal opportunities between men, women, trans people and non-binary people through strategies and procedures in the management of its human resources that allow promotion through merit; well-being; respect in treatment regardless of their level; work, personal and family life balance; the incentive of co-responsibility in the home; and the prevention and adequate treatment of inappropriate conduct of a labor and sexual nature in the workplace.

- More diverse and inclusive: In the company we promote environments of respect, tolerance and empathy, valuing all the diverse characteristics of people: their education, different lifestyles, sexual orientation, diverse identities, age, language, culture, nationality, ethnic origin, religion, political affinity, thinking styles, among others.

4. Politics

General

The company recognizes the importance of the concept of "Diversity" as a natural and intrinsic element for all human beings, accompanied by a concept of "Inclusion" where it is important to provide opportunities, allowing the learning, growth and professional development of all people in order to promote equal treatment, respect and trust, recognizing that its employees represent diverse cultures. ethnicities, beliefs, abilities and there is no distinction by age, gender, race, disability, social level, religion, among other diverse characteristics.

The Company firmly believes that Diversity, Equity and Inclusion are a source of talent attraction, innovation in processes and cultural and social transformation that leads to a better work environment and better results and in turn contributes to the construction of a more inclusive and equitable society.

Commitments

Both the management team and all the employees of Grupo Éxito take on the individual responsibility of promoting the actions established in the policy and thus guarantee and give continuity to diversity, inclusion and non-discrimination in their actions.

The following actions are promoted in the company:

- Implement policies and practices for selection, hiring and remuneration, promotion, training, development, and other labor variables based on merit, talent, and performance.
- Promote a work environment under respect avoiding any type of discrimination, inappropriate conduct of a labor and sexual nature.
- Promote measures that favour the reconciliation of work and personal life for all employees.
- Ensure inclusive and non-discriminatory communication or expressions of bias in all internal and external media.
- Promote actions that favor the health and safety of all employees
- Elimination of non-inclusive work environments, introducing reasonable accommodations in the physical environment to ensure that anyone can participate in a work environment on an equal footing.
- Promote diversity and inclusion in the products and services offered to customers.
- Promote diversity and inclusion among its stakeholders.
- Promote an organizational environment free of violence that favors the quality of life of the staff.

- Encourage the use of the transparency line and the Coexistence Committee to consult or report anonymously or personally any type of discrimination or inappropriate conduct.
- All employees are linked on the basis of their skills, professional skills, merit, and talent.
- Introduce technical aids and supports that reduce and eliminate barriers for employees with disabilities, to ensure that they can participate in a work environment on equal terms.
- Ensure the highest standards of confidentiality with respect to any information about employees classified in any of the most vulnerable populations at risk.