

# COMMITMENT TO HUMAN RIGHTS COMPLIANCE

## **Intercorp Retail**

InRetail Perú adopted Intercorp Retail's Commitment to Human Rights Compliance, an Appendix to  
Intercorp Retail's Code of Ethics.

Modifications approved at Board of Director's Meeting of July 21, 2022

## **APPENDIX TO THE CODE OF ETHICS: COMMITMENT TO HUMAN RIGHTS COMPLIANCE**

### **1. INTRODUCTION**

At Intercorp Retail, respect for human rights is a fundamental value. We are committed to respecting all the human rights set forth in the Universal Declaration of Human Rights and the Declaration on Fundamental Principles and Rights at Work of the International Labour Organization (ILO).

We strive to be a responsible and sustainable company that creates an inclusive work environment for all people regardless of sex, gender, age, race, disability, sexual orientation, culture, religion, family responsibilities or other areas of potential difference.

### **2. SCOPE**

The declarations and commitments expressed in this document constitute a guideline for the conduct of all employees of the companies that make up Intercorp Retail, and extend to suppliers, partners, and customers, with whom we join forces in promoting respect for human rights.

### **3. PRINCIPLES**

Intercorp Retail is committed to respecting and promoting human rights in its area of activity, in accordance with the following international principles:

- The United Nations Guiding Principles on business and human rights.
- The principles of the United Nations Global Compact, specifically in the areas of human rights (Principles 1 and 2) and labour practices (Principles 3, 4, 5 and 6):
  - Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights within their sphere of influence.
  - Principle 2: Businesses should make sure that they are not complicit in human rights abuses.
  - Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.
  - Principle 4: Businesses should uphold the elimination of all forms of forced or coerced work.

- Principle 5: Businesses should uphold the effective abolition of child labour.
- Principle 6: Businesses should uphold the elimination of discrimination in respect of employment and occupation.

## **4. OUR COMMITMENTS**

### **Protection of labour rights**

We reject forced and child labour in all our operations and those of our suppliers, customers or partners. We identify potential risks in our operations and of our suppliers or third parties related to crimes of human trafficking, and we develop action protocols in case any case is identified. In addition, we ensure that our workers can leave the workplace voluntarily and that no overtime is demanded of them without their consent. We validate the eligibility of candidates, through the submission of appropriate documentation that ensures compliance with legal minimum age limits for employment. We also comply with all applicable labour laws, including payment of wages for regular hours and overtime, holidays, and weekly rest days. Finally, we are committed to the principles of freedom of association and respect for collective bargaining in compliance with Peruvian law.

### **Equality and non-discrimination**

All employees deserve a workplace where they are treated with dignity and respect. We guarantee the principle of equal pay for men and women for work of equal value; through the use of categories and functions charts, in accordance with current regulations, that avoid remunerative discrimination for reasons of race, sex, religion, opinion, social origin, economic condition, marital status, age or of any other nature. We encourage our companies and suppliers to comply with applicable laws and company policies related to equal opportunity and non-discrimination. We respect the rights of all employees in accordance with applicable law, including the right to a workplace free from harassment and discrimination. We do not tolerate conduct that creates an intimidating, offensive or hostile environment.

### **Safe and healthy work environment**

We comply with applicable occupational health and safety regulations that apply to our business activities and follow the health and safety policies and procedures of the local regulatory framework. In addition, we are committed to providing safe environments for all employees, suppliers and customers in all our operations.

## **5. DUE DILIGENCE AND REPORTING PROCESS**

Our commitment to human rights is overseen by the Intercorp Retail's Ethics Committee and is implemented across all of our businesses.

The relevant functional leaders (representatives from areas such as Labour Relations, Human Resources, and Occupational Health and Safety, Quality, Customer Service, and Logistics) are responsible for monitoring compliance with applicable laws and company policies in our own operations, and for monitoring working conditions in our supply chains.

Through the use of due diligence tools, we monitor activities that put the protection of human rights in our operations at risk.

## **APPENDIX: NORMATIVE REFERENCES AND INTERNATIONAL GUIDELINES**

### **Agreements at the international level:**

- International Labour Organization (ILO) Convention No. 111 concerning Discrimination in Respect of Employment and Occupation, ratified by Peru on 10 August 1970
- The UN Guiding Principles on Business and Human Rights
- The 10 Principles of the United Nations Global Compact

### **Regulations at national level:**

- Law No. 27942, Law on the Prevention and Punishment of Sexual Harassment, which was amended by Law No. 29430
- Supreme Decree N°010-2003-MIMDES, which approves the Regulations of Law N°27942, Law on the Prevention and Punishment of Sexual Harassment
- Law No. 29783, Occupational Safety and Health Act
- National Action Plan on Business and Human Rights (Ministry of Justice and Human Rights)

Intercorp Retail is not a member of the United Nations Global Compact, but it does adhere to its principles.