

# CORPORATE OCCUPATIONAL HEALTH AND SAFETY POLICY

## **Intercorp Retail**

InRetail Peru adopted Intercorp Retail's Corporate Occupational Health and Safety Policy, an Annex to Intercorp Retail's Code of Ethics.

Updates approved at Board of Director's Meeting of July 17, 2024.

**ANNEX TO THE CODE OF ETHICS:**  
**COMMITMENT TO OCCUPATIONAL HEALTH AND SAFETY**

We are Intercorp Retail, the leading retail group in Peru. We are present in all regions of Peru, having been the first chain to open stores and shopping centers outside Lima; and for more than 15 years our purpose has been "To transform the places where we exist, seeking to improve the quality of life of all".

Our most important capital is the more than 50,000 employees who work in our various Business Units (BUs), along with the millions of customers who visit our stores. For this reason, and with the purpose of being the safest retail platform to work in the country or Latin America, we reaffirm our commitment to:

- Protect the safety and health of administrative and store employees, suppliers, third party personnel, customers, visitors and the general public.
- Prevent and minimize the occurrence of accidents and incidents, developing proactive and corrective measures to ensure a safe working environment for everyone. Comply with all legal requirements and regulations relevant to our activities in the area of Occupational Health and Safety.
- Promote effective communication, active participation and consultation of all employees on issues related to risk prevention and occupational health and safety management.
- Ensure that integrated occupational health and safety management establishes long-term objectives and generates a framework for implementation and continuous evaluation of activities to ensure compliance.
- Promote a culture of continuous improvement in the performance of the Integrated Occupational Health and Safety System, where all employees participate in activities to identify potential hazards and have an active listening channel.
- Ensure that each of our BUs has policies, procedures, annual action plans and quantifiable goals in the area of Occupational Health and Safety.
- Ensure that 100% of employees complete the Occupational Safety and Health (OSH) regulatory course annually, strengthening their knowledge and skills to maintain a safe work environment.
- Establish and achieve concrete goals to reduce the accident rate, ensuring the implementation of effective measures and continuous evaluation of the results.

This policy is documented, implemented and communicated within the Occupational Health and Safety management of Intercorp Retail and its Subsidiaries.

This policy establishes a guideline for the BUs, which have Occupational Safety and Health plans and regulations with specific actions according to the regulations of their respective industries (OSH regulations and plans of the companies) and in accordance with Law No. 29783 - Occupational Safety and Health Law and its amendment Law No. 30222.