

SUSTAINABILITY GUIDELINES
FOR SUPPLIERS
Intercorp Retail

InRetail Peru adopted Intercorp Retail's Sustainability Guidelines for Suppliers.

SUSTAINABILITY GUIDELINES FOR SUPPLIERS

1. INTRODUCTION

Within its value chain, Intercorp Retail promotes respect for and protection of human rights, preservation of the environment, compliance with legal standards, and the contribution to the country's sustainable development and growth. Therefore, Intercorp Retail encourages suppliers to incorporate sustainability criteria into their policies, procedures, and practices.

2. SCOPE

- This document establishes guidelines for the conduct of suppliers, consultants, contractors, and all those business partners who work with the Business Units that make up Intercorp Retail: InRetail Peru Corp, IR Management S.R.L, Supermercados Peruanos S.A., InRetail Pharma S.A., Quicorp S.A., Real Plaza S.R.L., Homecenters Peruanos S.A., Tiendas Peruanas S.A., Financiera Oh! S.A., IR Digital S.A.C., Indigital S.A.C. and their subsidiaries.
- Each Business Unit has its own policies, which are aligned with Intercorp Retail's Code of Ethics and other internal policies and documents listed in paragraph 3 below, and with these Sustainability Guidelines for Suppliers of Intercorp Retail.

3. LEGAL BASIS AND REFERENCES

Legal basis

- Peruvian labour regulatory framework
- Law No. 27942, Prevention and Punishment of Sexual Harassment Act
- Law No. 27314, General Law on Solid Waste
- Law No. 30884, Law regulating single-use plastic and disposable containers or packages
- Law No. 29783, Occupational Safety and Health Act

Policy references and internal documents

- Intercorp Retail's corporate Code of Ethics
- Intercorp Retail's Policy on the Prevention of Corruption, Money Laundering and the Financing of Terrorism
- Intercorp Retail's Diversity and Inclusion Policy

References to international standards and guidelines

- The guidelines have been organized on the basis of the three axes: Economic, Environmental and Social, proposed by the Dow Jones International Sustainability Index (DJSI)
- In addition, the principles of the United Nations Global Compact have been considered, which proposes five general criteria: Human Rights, Labour, Environment, Anti-corruption and Quality, and Product Safety and Service.

4. ECONOMIC AXIS

Regulatory compliance

- Suppliers must maintain a good reputation and act responsibly in accordance with applicable rules, regulations and laws. No business shall be conducted or maintained with people or organizations that deviate from labour, legal and/or ethical standards or engage in illegal business.

Conflict of interest

- Suppliers must inform their contact with Intercorp Retail if there is any familiarity or personal link between the supplier and the persons involved in the purchasing process or who may influence the sale of products or services to Intercorp Retail or one of its subsidiaries, in order to avoid any conflict of interest.
- Suppliers must avoid making offers or accepting solicitations from any employee of Intercorp Retail regarding financial benefits or provisions in the form of discounts, gifts, travel, entertainment, loans, bonuses, or any other benefits as part of the sale of products and services to Intercorp Retail.
- Transactions will be conducted on appropriate terms and conditions in accordance with the ethical business practices of Intercorp Retail and no personal benefit or gain will be accepted.
- Business partners must comply with local regulations relating to relations with political bodies and government agencies, specifically with respect to political contributions, gifts, entertainment or economic aid to national or foreign government officials, or other persons analogous to them.

Free competition, anti-bribery, corruption and prevention of money laundering

- Suppliers must respect free and fair competition, and relevant laws and regulations, such as antitrust law and internal rules, shall be complied with.

- Suppliers must refrain from engaging in any unfair practice that impedes the free exercise of competition, particularly those that seek to drive a competitor out of the market or restrict market access of new competitors by illegal means.
- Suppliers must avoid all forms of corruption, including extortion and bribery. It is prohibited to make any payment or promise, or to give any benefit, to any official, public or private, to facilitate or accelerate procedures, steps or activities that violate a regular procedure.
- Suppliers must refuse any request for bribes, even if this constitutes extortion. If any of Intercorp Retail's employees is involved in a case of extortion or bribery, they must inform their immediate supervisor and the Head of Integrity and Compliance.

Confidentiality

- Suppliers must respect contractual obligations regarding the security and confidentiality of information.
- Suppliers must ensure compliance with confidentiality agreements by their employees or any interested party involved in the business relationship between the supplier and Intercorp Retail.
- The information provided by Intercorp Retail must be used solely for the purpose of achieving business objectives, and any use for other purposes, for personal use or use by others, is prohibited.

Safety and quality of products and services

- Suppliers must ensure that they operate under quality management systems that eliminate the risk of fraud in their projects and services.
- Suppliers must comply with local regulations on safety, correct labelling and communication of product handling requirements.
- Suppliers must proactively and transparently provide all relevant parties with information on safety and environmental aspects of their products.
- Products and services intended for minors should be guaranteed to be safe and not emotionally, morally or physically harmful.

5. ENVIRONMENTAL AXIS

- Suppliers must integrate a preventive approach to the environmental challenges involved in their production and marketing activities, establishing management plans in accordance with current regulations in the sector to which they belong and their environmental impacts.

- Intercorp Retail positively recognizes those suppliers who optimize the use of natural resources (such as water, energy sources and raw materials) and mitigate their environmental impact by controlling emissions, dumping, noise, waste and the use of hazardous substances, with clear objectives and policies for improvement.
- Intercorp Retail encourages its suppliers to make efficient use of inputs and materials, seeking greater productivity in their use and a reduction in the generation of waste, through alternatives such as eco-design, the optimization of production processes, innovation and digitalization.

6. SOCIAL AXIS

Prohibition of child labour and labour exploitation

- Suppliers must employ workers who are legally authorized to work on their premises, adults over 18 years of age, in accordance with Peruvian labour laws, International Labour Organization (ILO) labour standards, and the principles of the United Nations Global Compact.
- It is the suppliers' responsibility to validate the employees' eligibility to work, through adequate documentation, and to establish labour relations in compliance with Peruvian legislation.
- Suppliers must ensure that their workers may leave their workplace voluntarily, that they may leave the workplace at the end of their workday, and that no overtime is demanded of them without their consent.

Working hours, wages, and benefits

- Suppliers must fully comply with all applicable labour laws, including payment of regular and overtime wages, holidays, and weekly rest days.

Discrimination, bullying and sexual harassment

- Suppliers must provide an environment free of discrimination, bullying and sexual harassment, as well as respect equal opportunities from recruitment to termination of employment, as indicated in the Regulations to Law No. 27942, the Law on the Prevention and Punishment of Sexual Harassment.

Health and safety at work

- Suppliers must comply with the rules established in the legislation in force and in accordance with the internal provisions and described in the Occupational Health and Safety Regulations, providing the safety instruments and tools necessary for the execution of the work.

- Suppliers must adequately protect their workers from chemical, biological and physical hazards. The physically demanding tasks and situations in the workplace, as well as the risks associated with the infrastructures used, must be adequately managed to protect their integrity.
- Suppliers must provide personal protective equipment and training on health and safety standards applicable to their operations, implementing systems to detect, prevent and respond to potential risks to the health and safety of employees.