



# Política Grupo

Labor Human Rights Policy in the Value Chain

## 01 Purpose and scope

The objective of this policy is to outline how Grupo DIA prevents or mitigates potential adverse labor human rights impacts that might be linked to their operations.

This policy applies to all suppliers (direct and indirect) and from all regions and subsidiaries within Grupo DIA (they all referred as “partners”). The Company also expects other suppliers further down the supply chain to also work to the principals outlined in this policy. Partners must inform DIA of challenges associated with compliance as well as any Human Rights concerns or allegations against their organisation or supply chain.

This policy completes DIA’s commitment to avoid causing or contributing to adverse human rights impacts through their own activities, which is managed through other existing policies, being the main ones:

Grupo DIA Ethics Code

Grupo DIA Sustainability Policy

Grupo DIA Human Resources Policy

Grupo DIA Risk Management Policy

Grupo DIA Compliance Policy

## 02 Commitment

DIA is committed to ensuring that the people and communities providing the products bought and sold are treated fairly, and that their fundamental labour human rights are protected and respected. These rights, reflected in the Ethical Trading Initiative Base Code, encompass the breadth of international labour rights, including fair reward, safe and decent working conditions, and protection from forced labour, modern slavery and harsh or inhumane treatment.

DIA’s approach is fundamentally rooted in the principles of the Universal Declaration of Human Rights, core International Labour Organisation (ILO) standards and national and international laws. It is also guided by the UN Guiding Principles on Business and Human Rights framework

in the way the Company address its responsibilities as a business to protect and respect human rights associated with its operations.

The implementation of this Human Labour Rights Purchasing Policy is led by the Corporate Director. Governance and progress monitoring human rights work sits with the Executive Committee of each region, which meets at least two times per year to discuss this issue. The ultimate responsible for performance is, likewise other sustainability related issues, Grupo DIA Board of Directors.

### 03 Oversight roles and responsibilities

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### 04 Principles of action

DIA aspires to the highest standards when it comes to preventing or mitigating adverse labor human rights potentially linked to its operations. Therefore DIA:

makes clear to those trade is made that, as a minimum, the Company expects these fundamental labour standards set out in the Ethical Trading Initiative base Code to be applied throughout our supply chains;

works to improve visibility of its suppliers and supply chains, including through use of recognised collaborative platforms for sharing ethical supply chain data, where appropriate.

puts in place clear due diligence processes to identify, prevent or mitigate any potential impact on labor rights.

provides safe grievance mechanisms for any worker or third party willing to report any potential breach.

DIA puts particular emphasis on those business relationships where the Company has the greatest responsibility and leverage, where there might be a higher risk that fundamental labour rights may not be realised and where DIA can make the most difference. Where DIA cannot solve complex sector-wide issues alone, the Company works together with others to drive transformational change.

DIA's approach to human labour rights management along the supply chain is not based in withdrawing trade when a problem is encountered, as the Company recognises that it may deprive people of an income when they are already suffering under oppression. However, DIA will not doubt about withdrawing trade with those that hide, cause or contribute to adverse human rights impact and do not act responsibly to remedy this situation in reasonable time.

## 05 Monitoring and reporting

DIA's approach to the respect of human labor rights includes setting Key Performance Indicators (KPIs) and monitoring performance against them. These indicators are part of the Sustainability Plan of the Company and will be regularly disclosed in external reporting instruments.