

Due Diligence Policy and Commitment to Human Rights and Environmental Responsibility

Context and General Framework

C.I. Uniban S.A. (hereinafter Uniban) and its subsidiaries in Colombia and abroad, as well as the Uniban Foundation, are part of a leading organization in the banana, plantain, exotic fruits, and high-value derivative industries. We specialize in developing a large-scale agricultural export value chain. At Uniban, we are deeply committed to ensuring that our operations and all aspects of our supply chain respect human rights and promote sustainable development.

We operate under voluntary sustainability guidelines and standards, including those established by organizations such as **Global GAP, Fairtrade, and Rainforest Alliance**. Our commitment to these standards is upheld through regular internal audits and third-party certifications. We strictly adhere to Colombian labor and environmental laws, as well as other applicable regulations in the jurisdictions where we operate, ensuring fair treatment of workers, communities, and natural resource protection.

Uniban recognizes the importance of **transparency and accountability** in the agricultural industry and is dedicated to continuous improvement across all areas of its operations and value chain.

We conduct our business with **high ethical, moral, and social standards** as outlined in our **Code of Ethics** and **Supplier Code of Conduct**. **Responsibility, honesty, excellence, respect, and resilience** are the pillars upon which our business is built, and we require that our employees, producers, and suppliers of goods and services comply with our due diligence policy.

In addition to Colombian legislation and the Pacts and Collective Agreements we rigorously apply, our policy aligns with the following international frameworks:

- The Universal Declaration of Human Rights (UDHR).
- The fundamental conventions of the International Labour Organization (ILO) ratified by Colombia and the 1998 ILO Declaration on Fundamental Principles and Rights at Work
- The United Nations Guiding Principles on Business and Human Rights.
- The United Nations Global Compact.
- ISO 26000 Guide on Social Responsibility
- OECD Due Diligence Guidance for Responsible Business Conduct.
- European Directive on Sustainability and Human Rights Due Diligence, as applicable.

The due diligence policy serves as the guiding framework for Uniban's operations and its relationships with stakeholders, ensuring compliance with applicable national and international laws and standards. Uniban is committed to extending and applying the same policy and commitments across its subsidiaries.

Our due diligence policy aligns with other corporate policies and codes, including:

- Sustainability Policy.
- Environmental Policy.
- Human Rights Policy.
- Code of Ethics.
- Supplier Code of Conduct.
- Occupational Health and Safety Policy.

Uniban has also developed a **sustainability strategy** as a governance framework to contribute to the development of the regions where we operate and to ensure global food security in a relevant and sustainable manner. We explicitly commit to **“identifying, measuring, and managing social and environmental impacts in our operations, aligning our strategic direction with due diligence processes to prevent, mitigate, and eliminate negative impacts while enhancing positive outcomes.”**

Commitment to Human Rights and Environmental Responsibility

With this document, Uniban commits to respecting **Human Rights and Environmental Responsibility**, based on internationally recognized principles. We also require that our subsidiaries, affiliates, and associated companies in Colombia and abroad adopt these same commitments within their policies and procedures.

We work to **prevent, mitigate, halt, and remediate** adverse impacts. We implement action plans on **social, environmental, and human rights** issues within institutional policies. Furthermore, we actively develop opportunities to collaborate with stakeholders in the value chain to strengthen due diligence practices throughout the supply chain.

We recognize the importance of **social dialogue** with employees and affected communities. Additionally, our **ethics hotline** allows for anonymous reporting, helping us **identify, address, and remedy** emerging issues, with special attention to vulnerable groups.

This commitment will be reinforced in our corporate culture and with our business partners. The oversight of this process will be under the responsibility of the **Director of Sustainability and the Executive Director of the Uniban Foundation**.

Our Due Diligence Process for Human Rights and Environmental Responsibility

Due Diligence in Human Rights and Environmental Responsibility is an **ongoing and systematic process** by which we take the necessary and effective measures to **identify, prevent, mitigate, and account for negative impacts**—both real and potential—arising from our activities and supply chain.

Our commitment is implemented through a **structured due diligence process**, which includes the following stages:

1. Commitment: We publicly commit to respecting **Human Rights and Environmental Responsibility** as a fundamental corporate premise, incorporating this into our **sustainability, human rights, and environmental policies**.

2. Identification: We conduct **periodic assessments** through our **social and environmental management system** to identify risks associated with our operations. We support producers in **identifying and evaluating risks** through workshops and practical tools. We maintain **continuous dialogue** with stakeholders, including:

- Governance bodies.
- Banana producers and shareholders.
- Clients.
- Employees.
- Competitors.
- Trade unions.
- Local communities.
- Plantain producers.

3. Action and Remediation: We provide access to a **complaints and claims mechanism** that enables workers, communities, and other stakeholders to report potential violations. This is overseen by an independent team ensuring **impartiality** in case resolution. We actively work to prevent and remediate negative impacts in our **operations, products, and supply chain** through:

- Development and implementation of **protocols and procedures**.
- Creation and execution of **action plans aligned with national and international standards**.
- Establishment of **measures to remedy severe community and environmental damages**.

4. Monitoring: We **continuously track** the effectiveness of our solutions through a **set of performance indicators** and regular updates to our **corporate risk matrix**. We also conduct **periodic assessments** to identify emerging impacts.

5. Communication: Uniban **documents and communicates** its efforts through corporate reports such as the **Sustainability Report**, and regularly updates stakeholders through **meetings and other dialogue channels**.

Approval and Oversight

The principles outlined in this policy reflect our higher purpose and core values, which drive us to build a positive environment for society, the environment, and economic development.

Signatures of Approval



Manuel Antonio Laborde Barriga
President C.I. Uniban S.A.



Carolina Jaramillo Ferrer
Director of Sustainability C.I. Uniban S.A.

This policy was approved by the **Board of Directors of C.I. Uniban S.A. in its meeting on October 25, 2024.**