



SUPPLY POLICY MANAGER

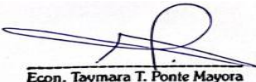
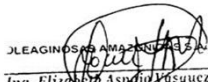



OLAMSA-RSC-C-002

Fecha de Aprobación:
29/01/2025

Versión: 01

POLICY

RESPONSIBLE SUPPLY

PREPARED BY:	REVIEWED BY:	REVIEWED BY:	APPROVED BY:	APPROVED BY:
GIS ASSISTANT	HEAD OF QUALITY ASSURANCE AND GIS	ALTERNATE DIRECTOR/RSPO REPRESENTATIVE	CHAIRMAN OF BOARD OF DIRECTORS	GENERAL MANAGER
APPROVAL DATE:				
29/01/2025				
SIGNATURE:	SIGNATURE:	SIGNATURE:	SIGNATURE:	SIGNATURE:
 Econ. Taymara T. Ponte Mayora Asistente SIG OLEAGINOSAS AMAZONICAS S.A.	 OLEAGINOSAS AMAZONICAS S.A. Ing. Elizbeth M. Aspino Viquez SUPERVISOR DE CALIDAD PLANTA # 52 800	 Ing. Max V. Gamarra Guerra OLEAGINOSAS AMAZONICAS S.A.	 José S. López Yarupattan PRESIDENTE DEL DIRECTORIO OLEAGINOSAS AMAZONICAS S.A.	 Yosany A. Detan Gordillo GERENTE GENERAL OLEAGINOSAS AMAZONICAS S.A.



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1. OBJECTIVE

Our responsible sourcing policy establishes standards of action that our suppliers must follow to enhance their positive impact on society, as well as promote the prevention and reduction of negative environmental or social impacts generated by these.

We seek to work hand in hand with our stakeholders to, collectively, enhance the development opportunities of the value chains associated with the direct and indirect materials and services that we contract. With this, we hope that our suppliers get involved and adopt our commitment to responsible sourcing.

With the implementation of this policy, it is completed with the following documents:

- *Specific guidelines for certain direct and indirect materials and services.*
- *Implementation protocol of this supply policy.*

2. SCOPE AND APPLICATION

This supply policy applies to all our suppliers associated with COCEPU, third-party raw material suppliers (RFF fresh fruit bunch) and external suppliers; the same ones who are responsible for knowing, disseminating and exercising due diligence in the implementation of the established guidelines.

3. GUIDELINES

We have developed this policy considering our strategic planning, as well as the expectations of our stakeholders, partners and third parties, and applicable legislation. In line with our sustainable development model, our responsible sourcing policy covers the following topics:

- Wellbeing and human rights.
- Environment.
- Ethical business and good governance.

With the responsible sourcing policy, we support the fundamental principles of the international charter of human rights that includes the declaration of the international labor organization regarding fundamental principles and rights at work, rejecting all acts of corruption, in all its forms, our Suppliers must adhere to this policy.

3.1. Wellbeing and Human Rights



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At OLAMSA we hope that our suppliers share our commitment to human rights; that is, carry out their employment practices in full compliance with all applicable laws and regulations in the countries where they operate.

Likewise, we promote good labor practices and we expect our suppliers to pay special emphasis to the following topics:

Non-discrimination and gender equality: Promote workplaces free of harassment and discrimination. We expect providers not to discriminate in hiring, compensation, access to professional development, promotion, termination or retirement based on race, color, sex, national origin, religion, age, disability, gender identity or expression, marital status, pregnancy, sexual orientation, political affiliation or union affiliation of its collaborators or applicants. We hope that our suppliers ensure equitable working conditions, as well as an environment of respect, trust, equality and gender equity.

Volunteer Work: Suppliers may not use or sponsor the use of forced labor, whether in the form of hired labor or debt bondage. Supporting any type of human trafficking, slavery, physical and mental coercion, the use of violence and the withholding of identity documents is also prohibited.

Do not allow physical abuse: Physical abuse or discipline, threats of physical abuse, harassment, as well as verbal abuse or other forms of intimidation are prohibited.

Do not allow sexual harassment: Any unwanted and/or rejected physical or verbal conduct of a sexual nature is prohibited. In particular, when it involves a person taking advantage of a position of authority or advantage.

Equitable wages, conditions and benefits: Suppliers must pay the corresponding legal wages and promote work in humane and dignified conditions. Salaries and benefits must comply with local and national legal standards and provide the same conditions if there are any migrant workers, as well as with applicable binding collective agreements.

Freedom of association and right to collective bargaining: We want our suppliers to respect the right to freedom of association and collective bargaining of collaborators, in accordance with current local laws.

Health and safety: OLAMSA suppliers are expected to provide a safe and healthy work environment for their employees, and to comply with all local laws, regulations and their health and safety practices.

Free and informed prior consent: We respect the legal and customary land rights of local communities, indigenous peoples and other vulnerable communities. When the activities of the suppliers may affect the lands and natural resources of their consent in a free, prior and informed manner, as



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well as being transparent with the subsequent disclosure of the contract and agreements.

Reporting mechanisms for practices contrary to human rights: At OLAMSA we have the ethics line, a complaints and claims mechanism that considers the guiding principles of companies and human rights. We hope that our suppliers inform their employees about this mechanism and that, if they identify any practices contrary to those stipulated in this policy or others not accepted by OLAMSA, including any action that affects the integrity or work of human rights defenders and vulnerable communities, these are reported through the ethics line.

3.2. Environment

OLAMSA recognizes its responsibility to protect the environment and expects its suppliers to do so as well. Therefore, we promote the implementation of measures that seek to reduce, mitigate or eliminate their impact on the environment, through the exercise of good conservation and maintenance practices of their facilities and production processes.

As part of this commitment, we promote and expect all OLAMSA suppliers to comply with:

Environmental laws and regulations: Comply with applicable environmental laws and regulations in the country of operation regarding the management and use of hazardous materials; air emissions, implementation of comprehensive environmental prevention and management plans applicable to each supplier in accordance with legislation.

Environmental permits: Obtain and maintain current all required environmental permits and records and comply with the corresponding operational and reporting requirements.

Prohibited and dangerous substances: Comply with the laws, regulations and requirements applicable to the management of specific substances considered dangerous and identified as such based on existing scientific or official information.

Sustainable practices: We promote the sustainability practices of our suppliers that aim to reduce greenhouse gas emissions and other atmospheric emissions, control effluents and polluting waste, monitor and mitigate social or environmental impacts in supply chains, as well as achieve efficiencies. in the use of plastic inputs and fertilizers.

Sustainable agriculture: We hope to establish sustainable agricultural practices, promoting the efficient use of resources, water care, and proper



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management of agrochemicals and their packaging. It is recommended to establish programs to reduce energy consumption, pollution, waste generation and greenhouse gas emissions, as well as improve efficiency in the use of resources for supply and protect biodiversity and soils, avoiding deforestation.

Areas of high conservation values and high carbon reserves: It is mandatory that suppliers of agricultural raw materials, in their operations:

- Identify, protect and prevent their expansion into areas with high conservation value (HCV) or high carbon stocks (HSC) and their surroundings.
- Avoid hunting, fishing, or collecting species in danger or threat of extinction found in HCV areas.

Agrochemicals: Ensure safe and responsible use of agrochemicals in your operations.

Wetlands and peatlands: Guarantee that your agricultural operations are not carried out in areas of wetlands, fragile soils and peat bogs of any depth. Additionally, implement good management practices when peat bogs exist in the area.

Deforestation and use of fire: Avoid and prevent deforestation, in addition to not practicing slashing and burning for land preparation, plantation management or waste management or any other reason, except in justified and documented cases of phytosanitary emergencies. In these cases, prior approval must be obtained from the competent authorities.

Good agricultural practices: Comply with the legal obligations of our country regarding the management, conservation and fertility of the soil, in accordance with the best technical information available.

Efficient use of water and energy: Promote the efficient use of energy and water. Implement energy and water saving techniques in your facilities. Promote processes, look for solutions and develop environmentally friendly technologies that make efficient use of both resources.

Proper management of solid waste: Ensure the proper management, treatment and disposal of solid waste generated by its operation. This process must include the segregation of hazardous and non-hazardous waste, disposing of it in accordance with the law of our country.

3.3. Ethical business and good governance

Zero tolerance to corruption and money laundering. At OLAMSA, we do not tolerate our suppliers carrying out acts of public or private corruption.



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Therefore, they must not offer or grant bribes to public officials or private sector executives, directly or through third parties. Suppliers must comply with the standards of conduct described in our corporate fraud and corruption prevention policy, as well as applicable legislation on corruption, money laundering and terrorist financing, and also that which regulates the management of interests, delivery of gifts, relationships with public officials and contributions to political parties.

Conflict of interest management: Suppliers must avoid situations of conflict of interest, such as negotiating directly with an OLAMSA employer whose partner (by marriage, cohabitation or other form of de facto union contemplated by law), relative of the first, second or third degree of blood, or relative of the first and second degree of affinity, maintains a significant financial interest or holds an important management or executive position (as a shareholder, partner or beneficiary) in the supplier company.

If any potential conflict of interest is identified related to any OLAMSA collaborator, it must be reported to the company. In addition, you must avoid giving gifts to OLAMSA employees according to article 37 of our ethics and conduct policy.

Compliance with laws applicable to commercial controls: We expect our suppliers to comply with all applicable trade controls, as well as export and re-export laws and regulations in the country of operation.

Accurate accounting records: We expect our suppliers to transparently, honestly and accurately record and report their business transactions and comply with all local legislation in the country of operation.

Use of insider information: Do not share information about OLAMSA, as well as the companies in its economic group, which is not available to the public. Avoid the transfer of privileged information.

Information security: We expect suppliers to safeguard OLAMSA's confidential information and to act with due diligence by applying the necessary personal data protection measures required by law.

Traceability: We do not reserve the right to request full traceability of all ingredients and materials from suppliers in order to guarantee their origin and determine potential environmental, social and governance risks.

Inclusion and support for suppliers: We work hand in hand with our suppliers, providing them with advice and support to fulfill the commitments assumed in this policy. Likewise, we collaborate for the inclusion and development of small suppliers in our supply chain.

OLAMSA is committed to continuing to raise awareness among its suppliers, providing training through its commercial coordination area, including topics of no deforestation and no use of fire.



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Likewise, the program of scheduled internal audits will be socialized and it is made known that unscheduled audits will be carried out on site as many times as necessary.

Free competition: Suppliers must do business in full compliance with the laws that protect free competition and protect against unfair competition in the jurisdiction where they do business.

Complaints and claims mechanism: Suppliers must implement effective mechanisms and channels for suggestions, complaints and claims to guarantee the continuous improvement of their operations.

At OLAMSA we ensure that both the policy and the relevant documents are constantly reviewed and updated.

4. COMMUNICATION AND APOLICY DEPLOYMENT

We ensure that the policy will be available on our website and will be communicated to suppliers and all our interested parties.

5. COMUNICATION SPACES

At OLAMSA we make different channels available to our suppliers that allow them to report illegal, unethical conduct or that violates the guidelines established in this policy (including any non-compliance by an OLAMSA employee). These channels are:

<https://www.olamsa.com.pe/contactanos/>

Phone: +51 905 445 237