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SUPPLIER CODE OF CONDUCT GRUPO GIGANTE



OVERVIEW

Our Code of Conduct for Suppliers ("Supplier Code") publicly sets out the minimum standards of conduct expected from all suppliers and other third parties wishing to do business with, or on behalf of, Grupo Gigante. This Supplier Code should be read together with the Code of Ethics and Conduct of Grupo Gigante, which applies to all of our employees, officers and directors, as well as our partners and suppliers when working with us or on our behalf.

We define 'Suppliers' as a company or individual that provides goods or services to Grupo Gigante according to the terms specified in a contract, agreement, purchase order and/or any other formal document providing assurances to the commercial relationship.

We seek to establish mutually beneficial professional relationships and partnerships with our suppliers. Preference will be given to suppliers who align with the standards established herein.

Suppliers must comply with the terms of their contract and the governing laws, rules and regulations of the jurisdictions where they do business on behalf of Grupo Gigante. These include, among others, labor and tax laws, anti-bribery, anti-money laundering and anti-corruption laws, health, safety and environmental regulations.

Suppliers, and all subcontractors working on their behalf, are expected to review and fully understand the contents of this Supplier Code and to comply with all provisions specified in their contracts, including provisions related to the contents of this Supplier Code.

BUSINESS INTEGRITY AND ETHICS

We seek to maintain a business relationship with suppliers who conduct their business with professionalism and integrity. According to the Code of Ethics and Conduct of Grupo Gigante and the provisions of the contract and/or the document formalizing the business relationship, we also require suppliers to avoid conflicts of interest, maintain confidentiality, respect Grupo Gigante's intellectual property rights and keep truthful and accurate records.

Ethics	Suppliers must conduct themselves in an ethical manner, promoting honesty, equality and integrity, in full compliance with the Code of Ethics and Conduct of Grupo Gigante, as well as governing policies and procedures, and avoiding any type of practices or conduct that could damage the reputation of the organization and/or generate a negative impact on the communities surrounding its operations.
Conflict of Interest	Suppliers must disclose any situation in which a real or perceived conflict of interest exists or may exist with respect to Grupo Gigante. This includes any financial, personal or professional interest that may influence decision-making process or business relationships with Grupo Gigante.
Compliance	Suppliers must comply with and respect all governing laws and regulations by which they are obligated.
Anti-corruption, Anti-bribery	Any type of bribery and corruption is strictly forbidden.
	It is forbidden to offer, pay, solicit or accept bribes in any form on behalf of the Group and any of its subsidiaries.
	Suppliers may not participate in any type of corrupt activity, either directly or through third parties.
	Suppliers may not offer, provide, demand or accept any undue advantage that could jeopardize the integrity of the Group and its members.
	Suppliers must comply with governing laws and regulations to prevent money laundering.
	Suppliers must not engage in operations or businesses that may be or are related to assets of criminal, illegal or questionable source.
Intellectual Property	Suppliers must ensure that the products, services and content they provide to Grupo Gigante do not infringe the intellectual property rights of third parties, including patents, copyrights, trademarks and trade secrets.
	Suppliers must treat as confidential and adequately protect any privileged information or trade secrets shared by Grupo Gigante. Trade secrets must NOT be disclosed or used without express permission.
Anti-competitive practices	Suppliers must comply with the antitrust laws and other competition regulations of the country where they operate and where they offer products or services.
	Suppliers must refrain from any act whose purpose or consequence is to improperly displace or prevent access to the market by other companies or to establish exclusive advantages in favor of companies or groups.

ENVIRONMENTAL RESOURCE MANAGEMENT

Grupo Gigante seeks to avoid, minimize, mitigate and/or remediate the negative impact of the environment and manage risks in a proactive manner. Suppliers shall endeavor to conduct their activities in an environmentally responsible manner, including compliance with all legal requirements regarding water and air emissions, pollution controls, chemical and waste management.

Environmental Responsibility	Use natural resources in a responsible and sustainable manner, with a long-term approach, always seeking a preventive approach.
Environmental Management	Identify the environmental risks associated with the activities carried out and have an environmental resource management plan to eliminate or mitigate them, promoting continuous improvement.
Climate Change	Estimate your organization's carbon footprint and take actions to reduce it.
Water	Implement measures that promote responsible water management, continuous improvement in the efficiency of water consumption and management.
Waste and Effluents	Take actions to minimize the generation of waste and effluents, as well as their impact on the environment.

HEALTH AND SAFETY

Wellbeing is our top priority; the right to life and to healthy and safe working conditions are some of our most important human rights. Our goal is zero harm, which is defined as a workplace free of injury and illness and is measured by zero fatalities. The agreements we enter with suppliers require them to comply with all governing policies, standards and procedures related to health and safety at Grupo Gigante sites.

Safe Working Conditions	Establish healthy and safe work environments that seek to prevent occupational illnesses and injuries, providing workers with adequate and well-maintained personal protection equipment.
Risk Prevention	Identify potential risks associated with the work activities performed and have a safety and health management plan to eliminate or mitigate risks.
Training	Provide its workers with adequate and sufficient training in safety and health, considering the work environment and any actions that may be necessary to minimize risks.

HUMAN RIGHTS

Grupo Gigante is committed to implementing the human and labor rights principles of the United Nations Global Compact and the International Labor Organization (ILO) Declaration throughout its operations and supply chain. Therefore, we require our suppliers to respect internationally proclaimed human rights and ensure that they are not complicit in human rights abuses; respect workers' rights, including the right to collective bargaining and freedom of association; prohibit all forms of forced and compulsory labor; not engage in child labor; and not discriminate in employment and occupation. These fundamental human rights must be respected both in their own operations and in the operations and supply chains of their affiliates.

Suppliers are expected to ensure timely payment of wages and benefits for employees, subcontractors and agents. Suppliers shall limit business hours (including overtime) to provide adequate rest periods for workers according to international standards.

Respect for Human Rights	Respect and promote the human rights of all employees, and not be complicit in human rights abuses.
	Respect the employment principles and rights in accordance with the Declaration of the International Labor Organization (ILO) and the Universal Declaration of Human Rights of the United Nations.
	Respect and promote freedom of association or of trade-unions and recognize the right to collective bargaining.
	Not tolerate, practice or support, directly or indirectly, forced labor and child labor, and avoid any type of discrimination.

SOCIAL RESPONSIBILITY

We are committed to establishing and maintaining relationships based on inclusion, transparency and integrity with all shareholders. Suppliers are responsible for community development where they operate by creating jobs and caring for their social and environmental surroundings.

Community Development	Commitment to provide services in an environment of respect, equity and good faith that fosters growth and support to the communities where it operates.
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AUDITS AND COMPLIANCE

At Grupo Gigante, we are firmly committed to transparency, accountability and integrity in all our operations and business relationships. We recognize that audits and compliance are critical to ensuring that our suppliers comply with our ethical and legal standards

Audits and Compliance	Grupo Gigante reserves the right to perform regular audits to verify our suppliers' compliance with ethical and legal standards. Audits may include review labor practices, working conditions, environmental compliance and other relevant areas.
	Suppliers must cooperate fully with audits conducted by Grupo Gigante. This includes providing access to the information, records, facilities and personnel necessary to successfully perform the audits.
	Suppliers must provide accurate, complete and transparent information during audits. This includes disclosing any potential ethical or legal breach and taking corrective actions that are documented.
	Grupo Gigante expects suppliers to take corrective actions and to improve their processes, if necessary.

HOTLINE

If you identify any action that is in breach of the provisions herein, please report it at the following hotlines:

- **Hotline and voice mail:**

800 017 3767 (Grupo Gigante)
800 400 6361 (Gigante Grupo Inmobiliario)
800 005 2520 (Grupo Restaurantero Gigante)
800 366 3833 (Odemás)
800 000 6641 (Petco)
800 967 7622 (Casaldeas)

- **Online:**

gg.lineaetica.live (Grupo Gigante)
ggi.lineaetica.live (Gigante Grupo Inmobiliario)
grg.lineaetica.live (Grupo Restaurantero Gigante)
odem.as.lineaetica.live (Odemás)
petco.lineaetica.live (Petco)
casaideas.lineaetica.live (Casaldeas)

- **E-mail:**

gg@lineaetica.live (Grupo Gigante)
ggi@lineaetica.live (Gigante Grupo Inmobiliario)
grg@lineaetica.live (Grupo Restaurantero Gigante)
odem.as@lineaetica.live (Odemás)
petco@lineaetica.live (Petco)
casaideas@lineaetica.live (Casaldeas)

- **ID APP Ethics Global:**

(GCG-7250-GGC) (Grupo Gigante)
(GCG-3901-GGI) (Gigante Grupo Inmobiliario)
(GCG-5394-GRG) (Grupo Restaurantero Gigante)
(GCG-8974-ODE) (Odemás)
(GCG-3380-PET) (Petco)
(GCG-6820-CID) (Casaldeas)

ACCEPTANCE AND ADHERENCE TO THE CODE

I declare that I have received and understood this Supplier Code; and I hereby accept all its terms and agree to comply with the requirements, principles and rules described, as well as with its governing policies, procedures and manuals.

I understand that I have the obligation to (i) report any violation of this Code as described in the section called Ethics Line and (ii) consult and receive guidance on the mechanisms established for this purpose, before carrying out any action or behavior that could be considered or interpreted as a violation of this Code, its rules and/or principles.

Furthermore, as a supplier I agree to comply and cooperate with all procedures and/or processes established therein.

Name of company/supplier/:

Name(s) of representative (s):

Signing as:

Signature:

Date:

This form must be submitted signed and completed together with the contract or agreement executed for such purpose within fifteen (15) days after receipt thereof.

Grupo Gigante reserves the right to terminate any business relationship with the supplier that is not willing to comply with this document.

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