

Policy Diversity, Equity and Inclusion

In Companies of Cencosud group, we aim to improve the quality of life for people, both our collaborators and customers, to whom we offer a differentiated value proposition focused on product quality and service of excellence in all our physical and digital stores. This is how we continue to strengthen sustainable development and the profitability of our businesses, with a diverse and inclusive culture centered on people, actively engaging in the communities where we operate, promoting a balance between growth, environmental stewardship, and social wellbeing.

Our principles

In Companies of Cencosud group, we work with a focus on the following principles:

- **We Act with Equity.** All decisions in the management of personnel within the company are made considering each person's competencies, capabilities, and skills, as well as the requirements of the position to be filled. These decisions are not influenced by gender, age, economic and social condition, religion, nationality, sexual orientation, race, marital status, political opinion, disability, ethnic group, or any other characteristic that reflects bias or discrimination, or that affects fundamental people rights.
- **We foster inclusive and diverse work environments.** We provide opportunities for everyone, allowing each person to develop their full potential with equal opportunities.
- **We promote dignity and respect.** We do not tolerate any form of intimidation, harassment, or mistreatment, (whether physical, verbal, or psychological). We prohibit any type of discriminatory acts and encourage acceptance and respectful treatment within teams.



- **We have inclusive policies and practices in people management.** We promote development on its own merit, advocate for recruitment and selection practices and policies, development, training, and compensations that are exclusively based on merit and capability in relation to job position requirements, avoiding any discriminatory bias or lack of equal opportunities.
- **Every one of us is responsible for fostering an inclusive and diverse culture.** We emphasize the participation and commitment of all teams. Each leader undergoes training in diversity, equity, and inclusion, setting an example for the organization. Every individual within the company is committed to responsibly respecting this policy.
- **We treat information confidentially.** We ensure the highest standards of confidentiality regarding any information about people's private lives.

In the event of identifying any situation not aligned with the definitions of this policy, such situations will be addressed in accordance with our Cencosud Code of Ethics.

Our Commitment

Diversity, equity, and inclusion have been gaining increasing importance in society, representing a valuable contribution to people's quality of life and an essential value in our Cencosud DNA where respect for diversity, passion for the customer, innovation, adaptation to the environment, collaboration, integrity, and trust are the core principles that bring our company to life.

At Cencosud we have diverse teams, with different life experiences and unique intersectional characteristics, as we all have something to contribute. We aim to foster respectful and discrimination-free work environments where our people can express who they are, deploying all their talent to the fullest.

We are certain that having diverse work teams that reflect society allows us to better understand our stakeholders and offer them superior experiences in all the communities where we are present.



We are aware that each person's contribution from their responsibility contributes to the overall result of the company, so we ensure to provide conducive work environments where everyone can develop in their personal and professional lives.

Our ambition is to be recognized internally and externally as a leading company in promoting diversity, equity, and inclusion.

A Policy for Our Teams

This policy applies to all individuals within the Cencosud Group, in all the countries where we operate, and to anyone who establishes an employment relationship with the various areas and businesses of the company.



Cencosud places special value on suppliers who adhere to Sustainability Commitments, which declare to respect human rights and ensure safe and healthy environments for the various related stakeholder groups.

Governance

We have a **Diversity, Equity, and Inclusion area** that is part of the People Management which designs strategies, promotes and monitors projects in various areas, businesses, and countries.

The Diversity, Equity, and Inclusion committee oversees the creation of the cross-functional strategy and compliance with this policy at a regional level, leading and sponsoring diversity, equity, and inclusion strategy initiatives, allocating the necessary resources, and making decisions based on impact and risk analysis.

People Teams are responsible for implementing this policy and promoting its review, communication, and compliance ensuring that the experience of individuals within the organization, from the beginning of their employment relationship until they leave the company, is unique, simple and inspiring, with the hallmark of excellence and quality that that makes us unique.



Talent Attraction

At Companies of Cencosud group, we aspire to work with the best talents and we understand the recruitment and selection as a two-way process where both the candidate and the company choose.

Talent Attraction aims for an unbiased selection process considering only the merits, talents, education, skills, and competencies required to perform in a defined position.

Throughout the selection process, the language used is always inclusive, and all our job postings reflect Companies of Cencosud group' non-discrimination stance.

We identify recruitment sources for various profiles (e.g., individuals with disabilities), establishing contacts and alliances with different public and private organizations and utilizing their available databases.

Training and education

During the induction process, we introduce the Diversity, Equity, and Inclusion policy to ensure that every individual within the company is aware of it, emphasizing the importance of its compliance.

The training and development department is responsible for tailoring its learning methodologies to accommodate the various situations that individuals may encounter, taking into consideration the unique aspects associated with each of them.

Furthermore, every leader continues to be trained and educated in topics related to diversity, equity, and inclusion.

Compensation

All Companies of Cencosud group adhere to the regional compensation policy that defines the components of a corporate compensation model for Cencosud providing a clear and impartial methodology and guidelines for proper administration and decision-making.



The current corporate compensation model at Cencosud takes into account technical requirements, experience, and competencies associated with each position, such as experience in the role and the business, leadership, communication skills, level of contribution, responsibilities, among others. This allows to define and manage positioning and comparison with benchmark markets, promoting internal equity and external competitiveness, and having a clear framework for administration and decision-making that does not discriminate based on gender.

Awareness Actions

To support the provisions outlined in this document, periodic internal communication campaigns are conducted to raise awareness about diversity, equity, and inclusion topics among all organization employees. Jointly, suppliers are invited to adopt practices aligned with the principles and guidelines of this policy.

Non-Discrimination Statement

Discrimination against any person is prohibited in Companies of Cencosud group. No form of harassment, violence, discrimination, threat, or retaliation is tolerated.

In the event of any of these actions, they must be reported immediately to the Cencosud Ethics Line. This will initiate an investigation that will protect the privacy and honor of both the alleged victim and the accused person.

Furthermore, every individual has the obligation to report any violations of the commitments outlined in this policy, as well as any discriminatory practices and behaviors.

Failure to comply with the established policies, procedures, regulations, and/or Code of Ethics may result in various sanctions or even the early termination of the employment contract.



Main concepts

Below, we outline the meaning of key concepts for a proper understanding of the diversity, equity, and inclusion policy:

- **Diversity:** Understanding, accepting, and valuing differences among people, including those related to gender, age, economic and social status, religion, nationality, sexual orientation, race, marital status, political opinion, disability, ethnic group, or any other characteristic. Diversity is an essential contribution to the company when accompanied by inclusion strategies
- **Equity:** Means that all individuals have equal conditions in the full exercise of their rights, contributing to economic, social, and cultural development, benefiting from its outcomes
- **Inclusion:** It is the ability to manage and integrate individual differences within our teams in a way that each person feels unique and a part of the group to which he or she belongs
- **Intersectionality:** Diverse teams with different life experiences and intersecting characteristics that make us unique, such as gender, age, economic and social status, religion, nationality, sexual orientation, race, marital status, political opinion, disability, ethnic group, among others, as we all have something unique to contribute
- **Equal Opportunities:** Set of actions and processes that ensure equal access to the same opportunities for all individuals
- **Discrimination:** Any distinction, exclusion, segregation, arbitrary preference or restriction that results in inequality in the delivery of opportunities



References

- > [Code of Ethics](#)
- > [Sustainability Policy](#)
- > [Supplier Sustainability Commitments](#)
- > [International conventions and treaties on human rights, gender equality, elimination of gender-based violence, maternity protection, and parental rights](#)
- > [International conventions and treaties on the elimination of all forms of discrimination against women](#)
- > [International conventions and treaties on the rights of persons with disabilities](#)
- > [United Nations Sustainable Development Goals \(2030 Agenda\)](#)