

# Diversity, Equity and Inclusion Policy

## 1. Introduction

At Casa Luker, we believe that diversity is the soul of innovation, and inclusion is the path to change that generates sustainability. As a leader in the food and home care industry, we recognize the importance of building a work environment where each person feels valued, respected and empowered, and is able to develop their full potential regardless of gender, gender identity, sexual orientation, race, ethnicity, religious beliefs, age, culture or any other characteristic.

We strongly believe that our teams should represent the diversity of our clients, not only nationally but also internationally. In this way we can create products of value that represent all people regardless of their diversity or intersectionality, respecting and including differences. Our purpose is to make a better world not only by offering products of value but also by offering safe spaces and growth for our teams.

This guideline is transversal to all the corporate practices we carry out and is strategically articulated with our Transparency and Business Ethics Program, Human Rights Policy, Human Rights Procedure and the Regulations of the Labor Coexistence and Ethics Committee.

## 2. Objective

Promote diversity, equity and inclusion to consolidate healthy work environments, with a differential and intersectional approach that integrates the different stakeholders of the organization. Raise awareness of the value of human differences and develop a culture of inclusion.

The Diversity, Equity, and Inclusion Committee's programs and/or projects will seek to promote the recognition of groups and communities in a comprehensive manner. The diversity issues identified as a priority by the organization are as follows:

- **Gender:** are the social and cultural categories that define the characteristics and roles associated with what is considered masculine or feminine in a given society.
- **Migrants:** any person who has changed his or her country of residence. This includes all migrants, regardless of their legal status or the nature or reason for their movement.
- **Vulnerable population:** refers to that part of the population that is at greater risk of hardship, disadvantage or harm compared to the general population. Monetary poverty is one of the conditions that often cause people to be considered part of the vulnerable population.

These diversity issues will be worked on individually and in the long term, being explored and worked on at different stages of the strategy.

# Diversity, Equity and Inclusion Policy

## 3. Corporate Commitment

Casa Luker's Corporate Governance recognizes the importance of having a more diverse, inclusive, and equitable company, where people can be and grow. With innovation and debate we will continue to create a better world through clear and transparent processes where all business units are integrated, this seen from (i) human talent (ii) the generation of shared value (iii) the relationship with suppliers and customers (iv) the implementation of communication and supply strategies in the markets that do not reproduce gender stereotypes or minority and/or vulnerable populations.

## 4. Benefits of Diveristy

**Innovation and creativity:** Working for diversity, equity and inclusion brings with it a variety of perspectives, experiences and skills. When people with different backgrounds and points of view work together, they tend to generate more creative and innovative ideas. This can lead to the creation of unique products and services, as well as more effective solutions to business challenges.

**Improved decision making:** Different voices and opinions can challenge assumptions, identify potential biases and ensure that a variety of options are considered before important decisions are made.

**Talent attraction:** when we promote diversity we can be more attractive to a variety of talented people as they seek inclusive and diverse work environments where they feel valued and respected for who they are.

**Improves customer satisfaction:** when we embrace diversity, we are more likely to understand and address the unique needs of our customers. This can result in greater satisfaction, as products, services and experiences are better tailored to the preferences and expectations of a diverse audience.

## 5. Scope

This policy applies to all CasaLuker's workforce, and also extends our commitment to diversity, equity and inclusion, and we invite our different stakeholders: shareholders, suppliers, communities, contractors and customers to work on these issues as an organization.

## 6. Principles

- **Elimination of biases:** Advocate for the necessary changes to contribute to the construction of a more inclusive and equitable society, with an organizational culture free of bias and offering integration opportunities to minority or vulnerable populations.
- **Diverse Culture:** Strengthen an organizational culture that embraces diversity

# Diversity, Equity and Inclusion Policy

and inclusion through constant learning where it is possible to appreciate our differences and where people feel valued and motivated to work as a team.

- **Inclusive Communication:** Ensure clear and transparent communication that shapes inclusive environments for all people.

## 7. Definitions

### Diversity

At CasaLuker we understand diversity to mean all the unique characteristics that make us who we are: personality, lifestyle, work experience, gender, gender identity, sexual orientation, race, ethnicity, religious beliefs, age, culture.

Within society and organizations, the workforce must reflect the diversity of the communities in which they operate. Having diversity within our teams allows us to better engage staff, understand and serve customers and generate creative ideas, mobilize innovation, empathy among work teams and horizontal communications where people can communicate with each other, with trust, tolerance and due respect.

Our commitments to diversity are as follows:

- A. Establish development, awareness and training processes on these issues to reduce barriers, biases and have more diverse work teams where respect and debate is the fundamental axis of work.
- B. Strengthen leadership that respects, integrates and develops the areas by identifying opportunities for improvement and knowledge.
- C. To promote and strengthen the purpose of the organization, where the realities of all the people that make up the organization are impacted.

### Inclusion

At CasaLuker we are committed to inclusion by working with processes and practices that ensure that all people, regardless of their own characteristics, are valued, respected and can participate fully in all aspects of society.

Inclusion involves creating an environment in which all people have equal opportunities. It seeks to eliminate barriers and prejudices that may exclude or marginalize certain groups and encourages the equal participation of all people.

Our commitments to inclusion are as follows:

- A. Generate job access opportunities for the defined populations in different areas of the organization.
- B. Strengthen spaces of integration where all people feel included and free to express their beliefs, values and culture.
- C. Encourage learning and appreciation of our differences where people feel valued, welcomed and motivated to work as a team.
- D. Include and develop diverse suppliers in the organization's value chain.

### Equity

At CasaLuker we will work to create equity in our organization with processes that prioritize opportunities and fairness in the treatment of all people, regardless of their

# Diversity, Equity and Inclusion Policy

individual characteristics or circumstances. It is based on the principle that all people should be treated fairly and appropriately according to their needs and capabilities.

Our commitments to equity are as follows:

- A. Recognize in the strategy that equality does not imply equity, so it is important to generate actions that allow for reasonable adjustments in the different areas.
- B. Establish mechanisms of social justice and transparency that reflect equal opportunities for all people.

## **Culture**

It represents the values, beliefs, behaviours and rituals that define Casa Luker as an organization. It is the way in which the organization defines itself in each of its business units, playing a fundamental role in decision making, interaction with customers and management of internal relationships.

Our commitments to culture are as follows:

- A. Promote a culture of change where all differences between employees, suppliers and customers are respected and integrated.
- B. Strengthen the value structure in each of the business units by integrating diversity and inclusion in the workplace.
- C. Identify and adapt symbols, rituals, stories, and decisions to which common meaning is attributed by people in the organization.

## **8. Mechanisms for follow-up, monitoring and compliance with the policy.**

In order to maintain continuous improvement, mechanisms will be established to monitor and comply with the commitments and development of Casa Luker's Diversity, Equity and Inclusion program.

This follow-up will be carried out by the Steering Committees of each business and by the Diversity, Equity and Inclusion Technical Committee with monthly and quarterly progress. On the other hand, this committee will be responsible for disclosing in reports the results that correspond or are requested.

## **Diversity, Equity, and Inclusion Technical Committee**

This Committee will be the axis of all actions carried out in terms of Diversity, Equity and Inclusion in the organization together with the person in charge of Diversity and Inclusion; having contact with all teams and acting transversally to all business units. It will be made up of representatives from different business areas who will be chosen by the organization's personnel, representing the interests of the populations described in point 2 of this policy and who will contribute to meeting all the objectives of the policy.

## **9. Related Documents**

- HUMAN RIGHTS PROCEDURE **CORP-GG-PD-005**
- HUMAN RIGHTS POLICY **CORP-GG-TD-002**

# Diversity, Equity and Inclusion Policy

- RULES OF PROCEDURE OF THE COEXISTENCE COMMITTEE **CORP-TH-TD-047**
- TRANSPARENCY AND BUSINESS ETHICS PROGRAM **CORP-TH-PD-048**
- PROCEDURE FOR SEXUAL HARASSMENT, LABOR DISCRIMINATION AND GENDER-BASED VIOLENCE IN THE WORKPLACE **CORP-TH-PD-045**

## 10. Publication

This document is published through Daruma. Likewise, its modification shall not represent a unilateral modification of rights, since it is a document issued unilaterally by the company.

**LUKER**  
*Colombia*

**LUKER**  
*Chocolate*<sup>®</sup>