

# Suppliers Code of Conduct



The commencement and continuation of contractual relationships between the different companies of the Corona Group (“Corona”) and their suppliers shall be subject to applicable law, the Corona Code of Ethics, the internal policies and procedures adopted from time to time by Corona, and this Suppliers Code of Conduct. Note that individual companies of Corona may adopt additional requirements beyond those described herein, and suppliers to these companies will be notified of and bound by such additional requirements.

## Human Rights and Labor Practices

Corona suppliers shall respect human rights and take all measures within their power to remedy their violation. They must also fully comply with all labor regulations, guaranteeing fair, dignified and respectful treatment to all their employees. Corona suppliers represent that, in providing goods or services to Corona:

- ▶ The goods or services are not produced using labor by children under the age of 15 or under the age for completion of compulsory education, whichever is higher.
- ▶ The goods or services are not produced using forced labor, including prison labor, indentured labor, bonded labor, or other forms of forced labor.
- ▶ Their internal policies and practices prohibit any type of discrimination based on gender, race, nationality, religion, age, political affiliation, sexual orientation, disability or any other aspect that conflicts with basic principles of justice and equity.
- ▶ They respect freedom of association and collective bargaining.
- ▶ Employee working hours are fair and remunerated, and workers are not required to work more than regular and overtime hours allowed by laws of the country where they are employed.
- ▶ They strictly comply with all affiliations and comprehensive social security payments.
- ▶ Workplaces and tools are appropriate, healthy, and safe.
- ▶ Sexual and workplace harassment and abuse are disciplined internally and handled in accordance with the law.
- ▶ Equal pay is provided for equal work.

In general, Corona's suppliers must refrain from violating by action or omission the exercise and enjoyment of human rights, as well as act with due diligence to avoid adverse impacts and ensure their respect. Corona suppliers must be characterized not only by strict compliance with these obligations, but must promote them throughout their supply chain.



## **Health and Safety at Work**

Our suppliers must guarantee a safe and healthy work environment for their employees, for which they must have risk identification, evaluation, mitigation and prevention programs. They must also provide their employees with all the resources, endowments and equipment that help to achieve this objective. Contractors with people working at any of Corona's locations agree to respect and abide by the occupational health and safety rules and standards defined by Corona.

## **Sustainability**

Corona's suppliers must be characterized by being environmentally and socially responsible companies and by promoting sustainable development. In this sense, they will tend to generate positive impacts on the development of the communities in which they operate and will comply with the environmental regulations applicable to the development of all their processes, seeking their continuous improvement. In particular, Corona's suppliers pay special attention to the handling of hazardous and polluting chemicals, materials and waste.

## **Innovation**

Corona's suppliers become our long-term strategic allies. We understand their management as an integral part of our value generation chain. This means that their work is not limited exclusively to the supply of goods and services, but that it goes further. We look forward to your active participation in the development of ideas and alternatives for improvement that will help us to optimize our processes, improve the quality of our products, and increase efficiency. This joint innovation process is precisely what will allow us - both our suppliers and Corona - to be more competitive every day and guarantee adequate growth and permanence in the market.

## **Prevention of Money Laundering**

Our suppliers may not have connections - directly or indirectly - with activities or businesses that are considered illegal by the applicable regulations or with money from these activities. Likewise, our suppliers may not be financed with resources of unknown or questionable origin, nor will they participate in the purchase or sale of companies involved in illicit activities or businesses.

## **International Trade and Sanctions**

Our suppliers must comply with applicable laws and regulations that may restrict their conduct of business involving individuals, businesses, organizations or countries that have been designated on national, foreign or international lists and may not engage in any activities with parties that support terrorism, drug trafficking, proliferation of weapons of mass destruction, or other illegal activities.

## **Free Competition**

Suppliers will not promote or participate in actions of any nature that are considered restrictive of free competition. In this sense, they will comply with the law, and in particular they will not make any cartel agreement with their counterparts or competitors that may result in fictitious prices higher than those derived from fair competition and market forces.

## **Anti-Corruption and Bribery**

Corona does not tolerate corruption or any kind of bribery. Our suppliers may not promote, offer or receive money, gifts or gifts of any nature in order to illegally obtain a result.

In Corona, negotiations with suppliers are carried out within the highest and strictest principles of ethics, transparency and impartiality. In no case will any of our suppliers be allowed to offer – monetary or in kind – benefits to any of our officials, who in turn are explicitly prohibited from accepting them. Payments, gifts, meals and entertainment are not necessary to strengthen relationships with our suppliers. Any type of payment to Corona collaborators is strictly and explicitly prohibited. Gifts other than those that have a symbolic value, or that are directly related to promotional or marketing materials, will not be accepted either. Bribery practices are openly condemned by Corona.

## **Conflict of interests**

It will be understood that a person has a conflict of interest when their activities and interests, whether personal or family, or those of their friends or relatives, interfere or may interfere with their independence to make decisions in the best interest of Corona. Corona suppliers must never enter into conflicts of interest. When they perceive that this could occur, they must mention it to Corona in a timely and open manner, for which Corona has established reporting channels indicated in this Code. There is a conflict of interest, direct or indirect, among others, when:

- ▶ There is a relationship of spouse, partner, or person with a relationship up to the second degree of consanguinity, between the supplier and the employees of Corona who – due to their functions – may have a commercial relationship with said supplier.
- ▶ When professional or consulting services are provided to companies in the same sector, economic activity or competition, without having previously declared the existence of said relationship and/or the confidentiality agreements normally used in these cases have been signed.
- ▶ All those situations that may lead to being judge and party and that lead to improperly influence a decision or a business relationship.

## **Information Protection**

All information that Corona delivers and shares with its suppliers as a result of a commercial relationship is confidential and sensitive to competition. It can only be shared with the express written authorization of Corona. In those cases deemed pertinent, Corona may request entering into a Nondisclosure Agreement.

## **Processing of Personal Data**

Suppliers must guarantee compliance with applicable laws on the processing of personal data. Likewise, they must know, accept and disseminate among their staff the Corona Personal Data Treatment Policy available on its web portal.

## **Records and Policies**

Corona suppliers must maintain appropriate corporate books and accounting records to reflect their transactions with transparency and accuracy. Based on their size and circumstances, Corona suppliers must implement appropriate policies and processes to comply with the law, as well as identify, prevent, mitigate and correct non-compliance.

When reasonable, to confirm compliance with this Code of Conduct or to verify incorrect behavior, Corona suppliers will actively collaborate to share necessary information and allow visits to their facilities.

## **Ethics and Anti-Corruption**

Corona has an ethical and anti-corruption line so that its suppliers can report behaviors of their collaborators and suppliers that go against the law, the Code of Ethics, the internal policies and procedures adopted from time to time by Corona, and this Suppliers Code of Conduct. The email address to report any incident is [lineaeticayanticorrupcion@corona.com.co](mailto:lineaeticayanticorrupcion@corona.com.co) Suppliers should to report any conduct they consider improper and promptly report any current or potential conflict of interest.