



SOCIAL RESPONSIBILITY

En El Puerto

LAST UPDATE:
May 28, 2024

El Puerto de Liverpool





A. OBJECTIVE

Establishing performance commitments with our stakeholders in line with the Company's strategic vision, defining the responsibilities of our employees or anyone operating on behalf of El Puerto de Liverpool to fulfill these actions, thereby promoting best practices and developing our social environments outlined in our materiality study to have a greater impact on each of our businesses.



B. SCOPE

The present policy applies to all business units of El Puerto de Liverpool.



C. RULES:

Sustainability Footprint Strategy: At El Puerto de Liverpool, we are committed to actions that guide the organization to become a Socially Responsible Company, considering, but not limited to, the stakeholders listed below:

Social Responsibility

1. COLLABORATORS

i) Diversity and Inclusion: We aim to promote a culture of diversity and inclusion, valuing talent for talent's sake, from hiring to team development. These guidelines are supported by the Code of Ethics and the Code of Conduct and Integrity, and strengthened by the Equality, Diversity, and Non-Discrimination Policy. This policy sensitizes employees to gender diversity, professional development, and inclusion, including the recruitment of more employees with physical disabilities, all as part of our effective compliance with Mexican standards overseeing labor equality and non-discrimination.

ii) Ethics and Codes of Conduct:

We always operate under the highest ethical standards and we ensure the behavior of each employee adheres to principles of equity and integrity, in addition to ethical and legal guidelines in the development of our strategies. This approach minimizes negative impacts on our social, environmental, and governance spheres. Each of our initiatives is supported by our Code of Conduct and Integrity, and grounded in the Code of Ethics, ensuring all employees are aware of their rights and obligations while respecting all applicable laws and regulations.

iii) Human Rights:

Within the organization, it is important to ensure and respect each of the human rights through the universality and importance they hold, as they are applicable to each individual.

Social Responsibility

Establishing their adequacy in all the principles guarantees that there are no legal loopholes due to inadequate practices that may exist and our Code of Ethics encourages the protection and respect for them, likewise, through our Human Rights Policy we reiterate respect, recognition and promotion of Human Rights as set forth in the Universal Declaration proclaimed by the United Nations.

2. SUPPLIERS

i) Supply Chain and Responsible Purchasing: It is our duty to promote practices that favor traceability and ESG (Environmental, Social, and Governance) practices with our suppliers. We aim to have a management approach aligned with social responsibility, reducing the risks of impacts on our supply chain, all to promote innovation focused on sustainable development, both in management models and in products and services. To comply with this, we align ourselves with the provisions of the Responsible Purchasing Policy, which encourages the signing of the Code of Ethics and Conduct for Suppliers, based on and linked to the Guidelines applicable to Business Partners, Suppliers, Contractors, and Third Parties in general.

3. AUTHORITIES

ii) Community Relations: For El Puerto de Liverpool, it is important to support causes of high social impact and to promote campaigns with non-profit entities, in order to provide greater social contribution to the causes they promote.

Social Responsibility

Within the Sustainability Policy and Donation Policy, the company's material topics (education, environment, and health) are outlined, which will govern our engagements in pursuit of a fairer society. This point is fully linked to our strategies and the Sustainable Development Goals (SDGs) for the development of projects with communities near any warehouse, boutique store, shopping centers, corporate offices, or distribution centers

ii) Philanthropy

For an initiative to be considered philanthropy, resources must be transferred in a non-reciprocal manner. Therefore, it is necessary to consult the Donation Policy to understand the methodology for carrying out social activities such as donations

iii) Civil Society Organizations:

We seek to foster engagement with Civil Society Organizations (CSOs) aligned with the established material topics within the organization. For each of them, it is necessary to establish a collaboration agreement within EPL's donation program. The requirements for organizations requesting support to receive it in accordance with the Donation Policy are: being legally constituted, complying with the established themes, and being authorized donees.

i) Result Traceability: Among the social practices currently implemented at El Puerto de Liverpool, we have related policies such as the Zero Tolerance Policy towards corruption and bribery, which is grounded in the Code of Ethics and the Code of Conduct and Integrity.

Social Responsibility

Likewise, we encourage the integration of accountability by assuming the public role we have, making our financial and corporate governance information publicly available.

ii) Transparency

We facilitate access to information for our clients, suppliers, community, competitors, collaborators, investors, authorities, and media regarding information related to Environmental, Social, and Governance (ESG) topics. We promote the protection of vulnerable information and that which is protected by intellectual property under the name "El Puerto de Liverpool" or any of its affiliate or subsidiary companies.

5. MEDIA

Social responsibility strategy: We incentivize active participation in collective opinion to ensure receptiveness towards the content being published, specifically by emphasizing the social responsibility of El Puerto. To achieve this, we have various communication tools available, including the Sustainability Policy and Sustainability Glossary of El Puerto de Liverpool, as well as the Annual Report where we incorporate best practices in Corporate Social Responsibility, transparently and faithfully reflecting our work in each of the ESG (Environmental, Social, and Governance) pillars.



D. ANNEXES

Annex Number	Title	File
1	JUR-POL-2020/4/30-Código de Conducta e integridad	<u>Código de Conducta e Integridad</u>
2	DO-POL-2019/8/2-Código de Ética	<u>Código de Ética</u>
3	JUR-POL-2021/8/4-Código de Ética y Conducta para Proveedores	<u>Código de Ética y Conducta para Proveedores</u>
4	Glosario de Sostenibilidad de El Puerto	<u>Glosario de Sostenibilidad de El Puerto</u>
5	JUR-POL-2021/3/11-Cero tolerancia contra la corrupción y el soborno	<u>POL_Cero tolerancia a la corrupción y al soborno</u>
6	DO-POL-2019/9/9-Compras Responsables	<u>POL_Compras Responsables</u>
7	DO-POL-2020/5/27-Donaciones	<u>POL_Donaciones</u>
8	DO-POL-2019/12/3-Igualdad, Diversidad y no Discriminación	<u>POL_Igualdad, Diversidad y no discriminación</u>
9	DO-POL-2021/5/24-Sostenibilidad	<u>POL_Sostenibilidad</u>
10	JUR-POL-2021/3/11-Lineamientos aplicables a Socios Comerciales, Proveedores, Contratistas y Terceros en general	<u>POL_Lineamientos aplicables a Socios Comerciales, Proveedores, Contratistas y Terceros en general</u>
11	JUR-POL-2022/7/25-Derechos Humanos	<u>POL_Derechos Humanos</u>



E. APPROVALS TABLE

Prepared	Reviewed	Authorized	Version Number	Update date
Maeba Alejandra Olivares Sánchez Especialista Responsabilidad Social	María Andrea Rodríguez Macías Directora de Cultura y Comunicación Interna	Zahie Edid Arriaga Directora de Desarrollo Organizacional	V. 2.0	May 31, 2023
	Antonio García Cancino Gerente de Responsabilidad Social	Jacobo Apichoto Palermo Director Ejecutivo Jurídico Cumplimiento		